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Foreman Organization[1]

By GERARD D. REILLY
Member, National Labor Relations Board

AMONG the many wartime problems which have arisen in the field of industrial relations none has been more thorny or more persistent than the problem of supervisory employees. Inasmuch as the three members of our Board have not been in agreement on this matter, my own approach to the matter should not be taken as representing the official views of the National Labor Relations Board or of the government.

The extension of labor organization to foremen is not a recent development. For many years various crafts of the American Federation of Labor have taken foremen into membership. In certain industries which operate almost invariably with closed-shop agreements, the foremen are customarily included under the contracts. This condition prevails widely in the building trades and in the various printing trades.

TWO NEW FACTORS

Those crafts and those industries were not generally affected by the impact of labor legislation in recent years. The unions which have expanded or come into being since the passage of the legislation which brought union membership up roughly from about two million to twelve million persons have had an entirely different history. Consequently, when one speaks of the history of labor organizations with respect to the foreman prior to the date of the Wagner Act, one is speaking of really a very small segment of the entire industrial relations picture.

The recent development of foremen's organization has been largely due to two things. First, the development of unionism in the mass production industries has left the foreman out. Second, the mass of wartime regulations of wages and manpower has given the supervisory employees in the very large companies (where the foremen are so numerous that by the very nature of things they have little hand in formulating policy) the feeling that they are in a kind of twilight zone between management and the workers and that they need some unity to protect their interests.

No one would doubt that in many of these industries foremen have real grievances. For example, the extension of the work week to forty-eight hours, which generally increased the weekly wages of the rank-and-file employees, was not uniformly applied to foremen because supervisory employees are excluded from the scope of the wage and hour act under the definition adopted by the Administrator with respect to administrative and executive employees.

Many foremen complain that the increase in wages for the rank and file which took place first by collective bargaining and then again through various awards granted by the War Labor Board has tended to wipe out or at least narrow the differential between supervisors and their employees. Instances have been cited of skilled men who are being supervised who actually receive a greater weekly total wage than the foremen. Granted that these grievances are real, it has never seemed to me that the extension of the Labor Relations Act to foremen is the answer to it.

I say that for two reasons. The first is a purely legal one. The literal wording of the statute and the legislative history throw virtually no light upon the matter. It was never considered in Congressional debates. No reference is made to it in any of the committee reports. It is true that when the railway labor act was amended in 1934 the definition of the word "employee" was broadened to take in subordinate officials of railroads. That does not appear in the Labor Relations Act, however, and it has been argued that this exclusion was intentional.

THE VITAL QUESTION

The real question has always seemed to be not whether foremen are "employees" within the meaning of the statute, but whether they are not also "employers" within the statutory definition. That is the reason for the inherent contradiction of giving them the same rights that rank-and-file employees have obtained. It would seem to indicate the desirability of a different kind of treatment.

But there is an even stronger equitable reason against extending the act to supervisors. From the earliest period of the administration of the Wagner Act, the Board took the position in considering unfair practice cases that if foremen coerced or discouraged rank-and-file employees from joining unions by virtue of their very positions as foremen their acts could be imputed to the company, even though there was not a shred of evidence that higher corporate management had given them directions to do so. This was because their authority to hire or fire, or to make recommendations for hiring and firing or for promotions, meant that a broad hint would be construed by the average worker as a command. I think those decisions were sound.

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[1] Address delivered before round-table session at the 264th Meeting of THE CONFERENCE BOARD, held at the Hotel Waldorf-Astoria, New York City, November 16, 1944

That interpretation was not only applied to the unfair labor practice sections dealing with interference and with discrimination. It was also applied to Section 8 (2) which deals with company-dominated unions. Under the Wagner Act, the definition of labor organization is so broad that it applies not only to unions affiliated with the two larger labor federations, but even to unions which are limited in scope to one industry. Even a shop committee, the most informal kind of a bargaining agency, is a labor organization within the meaning of the act.

Yet the Board, whenever a foreman participated in an organization which was merely company-wide or plant-wide in scope, held that such organizations were company-dominated and therefore had to be disestablished.

I think that position was sound too. If foremen are prominent in a labor organization, whether or not they actually threaten and coerce their subordinates into joining, the mere desire to be on good terms with a foreman is sufficient to cause people to prefer his organization to another, and to that extent freedom of choice is restricted.

BOARD'S EARLY ATTITUDE

During the first few years that the Labor Relations Act was in effect, it does not appear from the decisions that the problem of foremen forming organizations in mass-production industries ever came before the Board. If it did—as I am told it did in Detroit—the regional director discouraged the petitioning organization from pursuing the case and dismissed the petitions without any hearing. The labor organizations apparently abided by his advice, waiving their legal right to appeal the matter to Washington.

The matter was finally brought to a head in 1941 when a union of supervisory officials in the coal mines made considerable headway in Western Pennsylvania, one of the districts included in the general Appalachian Association contract. There this independent union was organizing assistant foremen, night bosses, and fire bosses. When the case came before us, a majority of the Board took the view that since there was nothing in the act which excluded supervisory officials from the "employee" definition, the Board was therefore bound to entertain this petition and to direct an election.

That decision became the legal base for most of the wartime developments in foremen's organization. Prior to that time, the policy of the United Mine Workers was not to accept any supervisory officials into membership, and the general collective agreements made at the Appalachian conferences always specifically excluded them.

Similarly, the leading union in the mass-production factory field, the United Automobile Workers, had a provision against admitting foremen to membership. All the bargaining units established by the Labor Relations Board with regard to automobiles and aircraft excluded these employees, and the collective agreements which followed the certifications also carried on that policy of exclusion.

UNION COLLIERIES CASE

The majority opinion in the Union Collieries case tended immediately to cause some of these larger labor organizations to wonder whether they should not adopt a change in policy. The Mine Workers issued a charter to this independent union of mine officials and announced that at future Appalachian conferences they would bargain for the supervisors, their theory being that they had always conceded before that they were part of management and that now that the Board held that they were not—which, I should add, was not precisely what the majority opinion said—they would bargain for them.

In Detroit, the Foremen's Association of America, an independent organization, made great headway. Although the United Automobile Workers did not grant any charter to it, their president announced that in any strikes by the Foremen's Association he would instruct his members not to fill the places of the striking foremen, although, of course, the logical people to fill the positions, the foremen being on strike, would be some of the more experienced employees in the production bargaining unit.

Shortly thereafter, another CIO union, the Marine Shipbuilding Workers Union, filed a petition with the Board for certification of a unit of quartermen and leading men, classifications conceded to be supervisory in an earlier opinion of the Board establishing a production unit. This was the Maryland Drydock case. There had been a change in the membership of the Board and the new member, Mr. Houston, voted with me to dismiss, specifically overruling the Union Collieries case where I had dissented. Chairman Millis, although he disagreed with the broad language of the majority opinion, concurred with the result, because here the petitioner for the supervisory employees was the same local union which already had been certified as bargaining representative for the rank-and-file employees, so that it was clear that even though the union sought a separate bargaining unit, the control of the organization over the policies both of the foreman and of the rank and file would have been complete.

AUTOMOTIVE FOREMEN

The next important development in the history of the foremen occurred in the automotive field. The Foremen's Association of America, which gained momentum under the Union Collieries doctrine, continued to make headway in the larger plants in Detroit. It had already had a contract with the Ford Company, which employed, I am told, about 20,000 foremen. Here was a company, certainly, where the position of foreman does not bring a man at all close to higher management policies.

The association received no encouragement from most of the other large companies, however. Several of the larger automobile plants which had been converted to war industry were subsequently affected by strikes of foremen which seriously impeded war production. Meanwhile, there were cases pending before us which raised this question: If a foreman who belongs to an independent union is fired for his membership in that union and for no other reason, is that a violation of Section 8 (3) of the Wagner Act?

These cases were not set down for hearing by the regional director, but the legal question was separately considered by the Board at a public hearing to which industry and labor were invited to send representatives. An opinion was written in this case to the effect that if the discharge was based upon mere membership in a foremen's union which was completely independent of the union which represented the rank-and-file workers, the Board would deem it an improper discharge under the Wagner Act. The opinion—although the question was not raised by the particular case—also intimated that if a foreman who belonged to a craft union in a plant where the craft union had a contract did not engage in any union acivity, but still kept up his union dues for the sake of retaining a transfer card, insurance or retirement benefits, his discharge would also illegally discourage union membership within the meaning of the act.

Immediately thereafter, the War Labor Board—the strikes in Detroit still persisting—announced that it would take jurisdiction over these foremen's cases, and that it would fix the terms and conditions of employment with respect to the supervisors.

Although these hearings before War Labor Board panels are merely for the purpose of fixing the substantive terms and conditions of employment, the union which brought about the strike or precipitated the labor dispute is treated as a party. In some respects the practical effect of this proceeding is to put the whole position of foremen's organizations back very much to what it was prior to the Maryland Drydock case. If a government agency recognizes the union by permitting its representative to appear to state what terms he believes should be in a contract, then even though the subsequent decision does not require the employer to deal with that union exclusively, the situation is much the same as the ordinary case where negotiation between a union and a company breaks down and the case itself is certified to the War Labor Board.

WARTIME EXPEDIENCY

When I say that, I don't mean to criticize the War Labor Board. Because of the terrific impact of these strikes upon the production of tanks and aircraft, that agency undoubtedly felt that a compromise device for the duration of the war would be a wise way of handling the matter. I mention it though to indicate that this solution is at best a temporary one. Something else will have to be worked out at the end of the war. Otherwise the country faces the dilemma of letting the foremen battle out the issue in a series of strikes, or of giving foremen the same status as rank-and-file employees under the Wagner Act—a course of action which I believe would hopelessly confuse the dividing line between management and employee responsibility, and mean the death knell of any real democracy in union organizations.

A more constructive plan which has occurred to me is this: the minimum wage statutes, notably the Fair Labor Standards Act, do not include executive and administrative officials. The wage provisions also give no protection to the more highly skilled employees. The theory of that legislation is very much the same as the theory of minimum-wage legislation in the states. In other words, in extending protection to the base of the pyramid it is assumed that conditions will be improved all along the line by raising the standard of those workers who need the protection of law. A legislative solution based on this philosophy would be a statute which would exclude from legal bargaining rights only supervisors whose employment standards meet certain specified conditions; *e. g.*, a requirement that a supervisor to fall within the statutory exclusion must receive a total weekly wage ten per cent in excess of that received by any of his subordinates and that it would be his duty to act as a company representative in the grievance machinery of the collective agreement with the subordinate employees. Such a statute could be drawn to alleviate most of the grievances about which foremen today are complaining and which they advance as the principal reasons for seeking the protection of labor organizations.

I have often been asked whether there isn't some likelihood that the courts will solve that problem. There have been some decisions by the courts which have upheld the Labor Relations Board in decisions in which a discharged foreman has been reinstated. All the decisions really mean, though, is that the Board did not abuse its administrative power in so ordering. I think the courts would take a similar view with regard to decisions in which the Board has held in particular cases that the foreman was not entitled to legal protection. In other words, the absence of any very specific language in the statutes seems to me to have created a legal framework in which the decisions of the Labor Relations Board are largely final.

Trends in Collective Bargaining

UAW Seeks FM Licenses

The UAW-CIO has filed application with the Federal Communications Commission for licenses to operate frequency modulation radio broadcasting stations in Detroit, Flint, Cleveland, Los Angeles, Chicago and Newark.

President R. J. Thomas and George F. Addes, Secretary-Treasurer, state that the radio broadcasts would "concentrate on educational features, which include the arts, literature, economics, political and social sciences." History and current problems of organized labor would also be discussed. Their purpose in seeking the stations is "to enhance the cause of our political, economic and social democracy" and to give "all groups and classes freedom of speech and opportunities for discussion unparalleled in the history of the radio broadcasting industry."

Programs might likely carry out a recommendation made at the 1944 national CIO convention that the sessions of Congress be reenacted over the air. "There are few things in American life that affect the man on the street more than the actions of Congress. Debates on such issues as social security, low-cost medical care, postwar planning, poll tax, labor legislation, tax measures, rehabilitation of members of our Armed Forces, reconversion from wartime to peacetime economy and other vital issues are of major importance to every citizen."

Humble Oil's Injunction Ended

The Circuit Court of Appeals at New Orleans invalidated the restraining order against the WLB and some sixty other defendants obtained by the Humble Oil & Refining Company in Federal District Court at Dallas. The circuit court indicated that the district court lacked jurisdiction.

Many of the nonresident defendants—such as the NWLB, the Director of Economic Stabilization, the Petroleum Administrator for War—were beyond the jurisdiction of the district court. The complaint against the regional war labor board was its refusal to handle Form 10 applications while the company was in noncompliance with a board union-maintenance order. However, the national board had instructed the regional board to accept Form 10 applications from the Humble company just as it would from any other company. The circuit court declared that "any doubt on the subject should have been resolved in favor of the regularity of official conduct."

The circuit court stated that the only threatening action attributed to the Texas defendants was their refusal to process Form 10 applications filed by the appellee, on the ground that the company had not complied with the directive of April 1, 1944. It concluded that "the district court lacked jurisdiction to enjoin the nonresident defendants, and that no sound basis existed for the issuance of the injunction against the resident defendants. The order appealed from is reversed, the injunction dissolved, and the case remanded to the district court for further proceedings not inconsistent with this opinion."

Furloughs and Leaves of Absence

In a collective bargaining contract between a Midwestern mass production industry and a CIO union, furloughs are defined as an absence from work by an employee, consented to by management, covering an agreed period of time, for "settlement of an estate, serious illness or death of a member of the family, an extended trip, etc., but furlough shall not be granted to accept other employment of any kind."

Under this agreement employees who request a leave of absence for the purpose of accepting any other employment anywhere shall be subject to the following provisions:

> "(a) Permission will be denied if the employee is working on a schedule of four (4) days or more per week unless otherwise agreed upon between the company and the union; however,
>
> "(b) Permission will be given for the duration of the war if it is practical to do so if the employee is working less than five (5) days per week, and, if granted, shall be classified as a layoff, and be subject to all rules and regulations governing laid-off employees.
>
> "Sec. 3. For the purpose of facilitating the affairs of the international union and of Local No. 149, the company shall, upon the written request of the union, grant extended leaves of absence, without pay, to a number to be mutually agreed upon. Such members during such leaves of absence shall retain all seniority and service rights as though employed by the company. Absences under this provision shall not exceed one year, and such leaves of absence for the same purpose shall upon request be renewed from time to time by the superintendent within the period of this contract."

Relief Programs for Abroad

The AFL Labor League for Human Rights and the CIO National War Relief Committee have announced plans to collect $3,650,000 for labor projects in Europe and Asia.

Reports indicate that foods, drugs, clothing, homes, hospitals, etc., will be provided, with $150,000 to be allocated to Belgium, $700,000 to China, $200,000 to Czechoslovakia, $300,000 to France, $350,000 to Great Britain, $200,000 to India, $175,000 to Italy, $25,000 to Luxemberg, $200,000 to the Netherlands, $200,000 to Norway, $150,000 to Palestine, $300,000 to Poland and $700,000 to Russia. The report containing this information states that American organized labor's overseas relief funds "are administered by the free trade unions which operate in the Allied countries and by underground leaders of the former free unions in the occupied countries."

Grievance Time and Premium Pay

The War Labor Board in a split decision disposed of a controversy over what excusable absences of union officials are to be recognized in computing sixth-day and seventh-day premium pay under Executive Order 9240 at the Western Electric Company. The decision stated that:

> 1. Absence by union officials to investigate and adjust grievances for part of a day or a whole day shall be counted as time worked in computing premium pay for the sixth consecutive day.
>
> 2. Absence for handling and adjusting grievance for part of a day (but not a whole day) shall be counted as time worked in computing premium pay for the seventh consecutive day.

Disputes over time spent on grievances by union officials shall be submitted to the regular grievance machinery and to arbitration, if necessary. The actual dispute arose over the time spent outside of joint management-union grievance conferences. A public-industry WLB panel majority recommended that time spent on grievance work outside the presence of management should not be regarded as an excusable absence from the job.

The WLB decision reverses the panel on this point, partly, at least, because of past practice of the parties that time spent by officials away from their jobs investigating grievances was time worked.

The board approved the company's list of excusable absences in computing sixth-day and seventh-day premium pay. The list was proposed by the company on December 8, 1943, and rejected by the bargaining committee of the telephone unions involved.

The parties are given thirty days to agree on a flat-sum payment to reimburse employees who suffered pay losses for absences now determined excusable.

Soviet Trade Unions

Over 25,000,000 workers are members of trade unions in Soviet Russia, according to a report in the December 5, 1944, *Information Bulletin* of the U.S.S.R. Embassy in Washington. The report declares that during the five-year plans trade union members "put their weight behind the industrialization of their country and the socialist reconstruction of agriculture. Their efforts to organize socialist competition were combined with persistent work to raise the standard of living of the working class."

Soviet trade unions have accepted the responsibility of training new workers by assigning them to veteran members who organize technical study courses for them. It is obvious from the report that both new and veteran workers are continually subject to "political and cultural" training.

Wage Inequalities

A recently negotiated contract contains a clause which eliminates inequalities in individual group wage rates. Differences of opinion over wage rates may be settled by union representatives through the regular grievance procedure. If a day-work employee is temporarily assigned to a lower-rated job classification he will be paid his regular rate. However, when an employee is definitely transferred to any day-work job classification he shall be rated on an individual merit basis, within the range established for that work.

The union and management agree that permanent piecework prices shall be established as soon as the method of manufacture and the quality and quantity of production have been satisfactorily determined. They shall then be released without undue delay.

Time studies to establish or change piecework prices shall be made with the knowledge of the employee affected, and shall take into consideration all details of the complete operation.

Definitely established piecework prices shall remain in effect unless general wage adjustment, errors in setting prices, changes in specifications, or methods or equipment justify revision.

Proper allowance shall be made in establishing piecework or setup prices to permit machine operators to keep machine tools reasonably clean.

A pieceworker taken from his regular job to instruct a new operator or to try out a new machine, will be paid his average piecework earnings for the time involved.

A piecework employee directed to continue his operation in the face of apparent handicaps that require the employee's constant attention—such as hard stock, oversized stock and equipment not functioning properly— shall be paid an allowance figured at his average piecework earnings rate for the time involved.

An employee assigned to a new or different job will be informed in advance of the piecework price, day-work rate or allowance to be paid for such job.

The company agrees to make available to the grievance committee of the union a list of applicable job classifications and rates of pay.

Should either party propose to review the wage rates covered by the agreement, a sincere effort will be made through collective bargaining to arrive at a satisfactory conclusion.

A correction in a piecework price found to be inadequate shall be made retroactive to the date the written grievance was presented to the company by the union.

No change shall be made on an employee's timecard or folder without his knowledge. Allowances, authorized by the foreman, are to be entered daily and the timecard or folder shall be kept in an accessible place for employee reference.

The employee shall make out his own timecard or folder daily, showing in detail each job he worked on and the amount of his daily earnings. Those workers who are unable to make out their timecards are privileged to seek assistance.

Abraham A. Desser
Management Research Division

L-M Committees Aid Safety

Defective vision and bad lighting are well-recognized reasons for spoilage in war plants, according to a survey released by the War Production Board. Nearly 30% of the plants reporting to the board admit that they do not know whether their plant illumination is up to standard, and 92% do not check the vision of workers with poor production records. About 63% report that occupational glasses are made from the worker's own prescription.

"A Program to Increase Production by Conservation and Utilization of Eyesight in Industry" was mailed to 7,500 plants—including every one having a labor-management committee. Copies of this manual and appraisal form are available without charge to company executives responsible for production, to safety and medical officers and executives interested in this problem.[1]

AN EYE-SAFETY DRIVE

The labor-management committee at the Kollsman Instrument Division of the Square D Company (IAM-AFL) Elmhurst, New York, started a campaign for better vision and eye safety early in the spring of 1944. The number of eye injuries per 100,000 hours worked has been reduced to a fraction of the former rate as a result of the precautions sponsored by the labor-management committee. When the committee was formed injuries to the eye were increasing rapidly above the rate in 1943, when employees suffered a total of 3,113 eye injuries. The greater number of these accidents occurred in the machine shops and were caused by flying particles. The committee found that the 4,750 man hours lost were equal to 5,900 finished mechanisms badly needed in battle and in each case the worker faced the risk of impaired vision.

One of the first jobs of the labor-management committee in inaugurating the campaign for eye safety at Kollsman was that of overcoming the employees' resistance to the use of safety goggles, even though they were provided by the company without charge. The committee called a meeting of representative groups from all plants and all shifts to impress upon all Kollsman workers the realization of the danger of serious eye injury if goggles were not worn. Once the employees were made safety conscious the rate of eye injuries dropped from 260 a month during 1943 to an average of 83 in May, 1944.

The labor-management committee has promoted safety in other ways at Kollsman. Accidents often happened because of the rush to punch out at quitting time. Following a committee survey, a five-minute wash-up period was established with a "no-running" rule, and more time clocks were installed. These changes have all definitely aided in preventing quitting-time accidents.

AT WESTINGHOUSE PLANT

The Westinghouse Electric and Manufacturing Company had safety committees and an organized safety program operating in twenty-five plants before the formation of the Labor-Management Production Drive Committee. In its Springfield, Massachusetts, plant, an all-time record was set during the first year of the labor-management committee's existence.

In a period of approximately three and a half months, 3 million man hours were worked without a lost-time accident.

In this plant an executive safety committee is composed of the plant manager, industrial relations director, president of the union, superintendent of all divisions, works engineer, plant doctor and the safety supervisor. Each division superintendent has a safety coordinator who is responsible for safety in that division. The coordinator is the link between the safety supervisor and the department safety committee, which has three members, one of whom is the department foreman, who serves as chairman. The foreman carries primary responsibility for safety in his department and has authority to issue orders to carry out safety measures. The second member is a union representative, usually the steward; and the third member, chosen by the other two members to serve for three months, may be any one in the department. Membership rotation tends to make more workers safety minded.

During the first three months of 1944 there were only twenty-five lost-time accidents at the Springfield plant. Five of them involved women workers who comprise 25% of the working force.

Gertrude Reynolds
Management Research Division

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[1] They may be obtained by writing to Dr. Donald B. Keyes, Director, Office of Production Research and Development, War Production Board, Washington, D. C.

Scholarship Memorial

As a memorial to employees who have died in the war, the General American Transportation Corporation has established at the College of the University of Chicago scholarships with a value of $100,000. Children of about 6,500 employees in New York and other cities who have been on the payroll three years or longer are eligible for scholarships. Children of officers and directors are excluded.

The scholarships which provide $1,200 a year for resident students and $500 for those who live at home will be continued as long as recipients carry a full course of study successfully. About twenty to twenty-five scholarships will be awarded the first year.

Credit for Vacations for Time in Military Service

Under a recent order of the Detroit Regional War Labor Board, employees of N. A. Woodworth Co. in military service will not receive vacation pay while they are in the Armed Forces. The board rules, however, that they will build up seniority credit toward vacations on their return to the company. Employees who have been with the company for six months before going into service are eligible for this benefit.

CLERICAL SALARY RATES PAID IN OCTOBER, 1944

Cities	All Reports		Middle 50% of Reports		
	Range	Mode	Low	Median	High
	Billing Machine Operator				
Atlanta	$26–40	$26	..	a	..
Baltimore	26–35	a	$27	$30	$32
Boston	20–38	21	21	23	27
Buffalo	22–38	a	..	a	..
Chicago	22–57	29	25	28.50	30
Cincinnati	18–37	23	23	24	27
Cleveland	23–57	25	25	28	39
Detroit	24–51	a	27	31	35
Houston	23–40	29	29	30.50	35
Los Angeles	28–41	30	30	32	37
Louisville	20–29	29	27	29	29
Milwaukee	15–29	23	21	23	27
Minneapolis-St. Paul	19–46	41	24	27.50	41
Newark	22–40	24	24	27	30
New York	22–51	30	30	32	37
Philadelphia	19–45	a	22	24	29
Pittsburgh	20–39	31	25	28	31
St. Louis	17–39	a	21	24	28
San Francisco	25–56	31	31	33	35
Seattle	28–33	28	..	a	..
All Cities	$15–57	$25	$24	$29	$34

Cities	All Reports		Middle 50% of Reports		
	Range	Mode	Low	Median	High
	Bookkeeping Machine Operator				
Atlanta	$26–40	a	..	a	..
Baltimore	23–37	$32	$27	$31	$33
Boston	17–48	27	22	24	27
Buffalo	21–30	a	..	a	..
Chicago	20–45	30	27	30	32
Cincinnati	21–45	22	23	26	29
Cleveland	26–39	33	29	32	34
Detroit	20–52	35	28	32	36
Houston	23–43	a	31	33	35
Los Angeles	22–46	27	24	27	29
Louisville	21–31	23	23	24	27
Milwaukee	18–54	24	22	24	29
Minneapolis-St. Paul	18–46	23	23	25	31
Newark	20–50	32	28	30.50	33
New York	18–49	28	26	29	32
Philadelphia	18–55	a	25	28	33
Pittsburgh	18–42	25	25	25	29
St. Louis	18–49	24	24	26	29
San Francisco	23–43	29	27	29	31
Seattle	30–44	a	30	33	42
All Cities	$17–55	$28	$25	$28	$32

Cities	All Reports		Middle 50% of Reports		
	Range	Mode	Low	Median	High
	Calculating Machine or Comptometer Operator				
Atlanta	$28–40	$40	$31	$36	$40
Baltimore	22–41	26	25	28	32
Boston	19–45	24	22	24	28
Buffalo	20–38	37	26	32	37
Chicago	20–53	28	26	29	33
Cincinnati	20–37	24	24	25	28
Cleveland	22–54	26	26	30	35
Detroit	20–44	40	31	36	40
Houston	25–42	29	29	31	34
Los Angeles	24–46	37	34	37	38
Louisville	21–37	29	25	27	29
Milwaukee	15–41	25	23	25	27
Minneapolis-St. Paul	20–44	38	26	29	36
Newark	20–44	28	27	28	33
New York	22–46	34	30	34	37
Philadelphia	20–40	23	24	28	32
Pittsburgh	17–44	23	23	24	28
St. Louis	19–40	22	22	25	29
San Francisco	21–47	37	30	35	37
Seattle	27–42	39	31	36	39
All Cities	$15–54	$28	$26	$30	$35

Cities	All Reports		Middle 50% of Reports		
	Range	Mode	Low	Median	High
	Junior Dictating Machine Transcriber				
Atlanta	.....	a	..	a	..
Baltimore	$20–29	$20	..	a	..
Boston	20–32	22	$22	$24	$26
Buffalo	.....	22	..	a	..
Chicago	21–30	24	24	25	27
Cincinnati	20–29	22	22	23.50	25
Cleveland	27–40	40	..	a	..
Detroit	24–32	a	..	a	..
Houston	28–39	a	..	a	..
Los Angeles	27–29	28	..	a	..
Louisville	21–24	a	..	a	..
Milwaukee	21–29	23	23	23	26
Minneapolis-St. Paul	23–40	23	24	27	32
Newark	20–28	28	22	25	28
New York	20–43	25	24	26	30
Philadelphia	20–33	22	22	22	24
Pittsburgh	19–31	23	..	a	..
St. Louis	18–27	23	22	23	25
San Francisco	31–35	a	..	a	..
Seattle	.....	..	..	..	..
All Cities	$18–43	$22	$23	$25	$28

Cities	All Reports		Middle 50% of Reports		
	Range	Mode	Low	Median	High
	Senior Dictating Machine Transcriber				
Atlanta	$25–40	$32	$31	$32	$32
Baltimore	25–37	25	..	a	..
Boston	20–37	29	27	29	30
Buffalo	24–28	a	..	a	..
Chicago	24–45	30	29	31	33
Cincinnati	23–35	29	25	29	30
Cleveland	26–35	26	26	27	29
Detroit	26–48	40	31	35	38
Houston	23–36	a	..	a	..
Los Angeles	29–40	30	30	31	35
Louisville	25–35	a	..	a	..
Milwaukee	19–35	28	23	27	29
Minneapolis-St. Paul	21–35	a	..	a	..
Newark	30–33	a	..	a	..
New York	25–59	30	30	34	40
Philadelphia	23–44	40	27	30.50	40
Pittsburgh	23–39	24	25	29	32
St. Louis	22–31	25	24	25	27
San Francisco	27–42	a	30	31	37
Seattle	29–35	31	..	a	..
All Cities	$19–59	$30	$27	$30	$35

Cities	All Reports		Middle 50% of Reports		
	Range	Mode	Low	Median	High
	File Clerk				
Atlanta	$18–42	$37	$25	$37	$37
Baltimore	18–34	22	18	22	24
Boston	17–42	19	19	22	27
Buffalo	17–40	34	34	34	36
Chicago	18–47	24	23	26	29
Cincinnati	17–35	18	18	19	22
Cleveland	20–58	25	25	27.50	32
Detroit	20–41	23	23	27	32
Houston	21–46	22	22	27	28
Los Angeles	21–46	36	27	33	36
Louisville	18–35	20	20	22.50	25
Milwaukee	17–43	20	20	21	22
Minneapolis-St. Paul	17–50	18	18	21	25
Newark	18–40	22	21	23	24
New York	16–48	23	23	26	32
Philadelphia	18–50	18	19	22	25
Pittsburgh	17–41	20	20	22	28
St. Louis	17–49	21	20	21	28
San Francisco	23–50	29	28	29.50	35
Seattle	23–38	38	30	38	38
All Cities	$16–58	$22	$21	$24	$30

Cities	All Reports		Middle 50% of Reports		
	Range	Mode	Low	Median	High
	Key Punch Operator				
Atlanta	$25–40	$27	..	a	..
Baltimore	18–41	22	$22	$26	$29
Boston	20–33	a	22	26	29
Buffalo	26–38	36	32	34	36
Chicago	20–41	28	26	28	31
Cincinnati	21–35	24	24	24	30
Cleveland	23–45	30	30	32	37
Detroit	23–42	37	31	36	37
Houston	27–43	35	30	33	35
Los Angeles	25–41	a	31	33.50	36
Louisville	20–31	28	23	27	28
Milwaukee	18–31	26	23	26	27
Minneapolis-St. Paul	18–38	24	22	24	29
Newark	18–42	28	24	26	28
New York	20–41	30	26	29	31
Philadelphia	19–38	25	24	25	29
Pittsburgh	17–42	18	19	23	25
St. Louis	17–39	23	23	27	31
San Francisco	20–44	31	30	31	33
Seattle	.....	..	..	..	..
All Cities	$17–45	$28	$25	$28	$32

Cities	All Reports		Middle 50% of Reports		
	Range	Mode	Low	Median	High
	Office Boy (or Girl)				
Atlanta	$18–24	$22	$20	$22	$22
Baltimore	18–27	18	18	19	20
Boston	16–25	a	16	20	22
Buffalo	20–39	34	32	32.50	34
Chicago	17–34	20	20	21	22
Cincinnati	16–24	18	18	19	20
Cleveland	18–36	23	23	23	24
Detroit	17–32	22	22	22.50	25
Houston	16–34	17	17	21	23
Los Angeles	21–33	23	22	25	27
Louisville	16–24	18	18	18	20
Milwaukee	14–23	20	15	19.50	20
Minneapolis-St. Paul	16–33	25	18	23	25
Newark	16–27	a	20	21	22
New York	16–33	20	19	20	22
Philadelphia	16–30	20	18	20	21
Pittsburgh	15–31	18	18	18	19
St. Louis	16–26	16	16	18	20
San Francisco	19–31	23	23	23	25
Seattle	24–28	a	..	a	..
All Cities	$14–39	$20	$19	$21	$23

Cities	All Reports		Middle 50% of Reports		
	Range	Mode	Low	Median	High
	Receptionist				
Atlanta	$25–40	a	..	a	..
Baltimore	25–41	a	..	a	..
Boston	23–39	a	$24	$30.50	$35
Buffalo	28–39	$39	33	35.50	39
Chicago	22–41	25	25	27	31
Cincinnati	20–30	24	..	a	..
Cleveland	22–44	22	25	29	31
Detroit	28–49	a	29	36	40
Houston	24–36	35	31	34	35
Los Angeles	28–46	a	35	38	40
Louisville	.....	a	..	a	..
Milwaukee	24–40	a	..	a	..
Minneapolis-St. Paul	24–43	28	..	a	..
Newark	21–35	28	23	26	28
New York	18–50	25	25	29	34
Philadelphia	22–40	a	26	28	32
Pittsburgh	18–39	18	19	25	30
St. Louis	19–35	a	25	28.50	32
San Francisco	25–46	a	27	30	32
Seattle	.....	..	..	..	..
All Cities	$18–50	$25	$25	$29	$35

Cities	All Reports		Middle 50% of Reports		
	Range	Mode	Low	Median	High
	Stenographer				
Atlanta	$23–44	$28	$28	$30	$34
Baltimore	18–46	27	26	28	32
Boston	19–46	a	26	29	33
Buffalo	23–38	35	29	34	35
Chicago	21–48	30	28	30	35
Cincinnati	17–38	23	23	25	28
Cleveland	21–51	30	28	30	35
Detroit	22–51	39	32	35	38
Houston	21–48	29	29	32	35
Los Angeles	28–48	37	32	36	38
Louisville	20–36	a	25	28	30
Milwaukee	18–38	29	24	27	29
Minneapolis-St. Paul	18–52	35	29	35	40
Newark	20–55	32	27	30	32
New York	19–55	30	28	31	35
Philadelphia	19–45	25	25	28	32
Pittsburgh	17–48	23	23	28	31
St. Louis	18–42	23	24	27	31
San Francisco	23–50	32	31	33	37
Seattle	30–46	35	32	35	36
All Cities	$17–55	$30	$28	$31	$35

Cities	All Reports		Middle 50% of Reports		
	Range	Mode	Low	Median	High
	Telephone Switchboard Operator				
Atlanta	$22–40	a	$24	$31.50	$35
Baltimore	18–36	a	24	26	30
Boston	22–45	$31	27	31	31
Buffalo	22–40	a	31	33	34
Chicago	20–38	28	25	28	30
Cincinnati	18–33	25	24	25	30
Cleveland	25–37	32	32	32	35
Detroit	23–40	28	28	31	34
Houston	25–36	35	31	33	35
Los Angeles	27–41	35	32	35	37
Louisville	23–29	a	24	26	28
Milwaukee	20–34	a	23	26	28
Minneapolis-St. Paul	21–46	33	29	31	33
Newark	20–52	28	25	28	31
New York	18–45	30	29	32	36
Philadelphia	18–48	34	25	29	33
Pittsburgh	17–42	30	25	28	30
St. Louis	21–39	30	25	29	30
San Francisco	28–44	30	31	34	37
Seattle	27–35	a	..	a	..
All Cities	$17–52	$30	$28	$30	$34

Cities	All Reports		Middle 50% of Reports		
	Range	Mode	Low	Median	High
	Junior Copy Typist				
Atlanta	$19–27	$24	$22	$23.50	$24
Baltimore	18–37	18	20	23	25
Boston	17–25	18	18	19	20
Buffalo	18–36	34	28	34	34
Chicago	20–39	25	22	24	25
Cincinnati	18–28	19	19	20	22
Cleveland	21–39	24	24	26	28
Detroit	21–34	a	24	27	28
Houston	22–37	a	28	30	32
Los Angeles	22–36	25	25	29	32
Louisville	20–25	21	20	21	22
Milwaukee	15–24	21	21	22	23
Minneapolis-St. Paul	18–36	22	21	22	25
Newark	18–30	24	21	23	25
New York	19–45	23	23	25	28
Philadelphia	18–32	20	20	22	25
Pittsburgh	17–27	20	20	21	23
St. Louis	17–30	a	20	21	23
San Francisco	21–36	28	27	28	31
Seattle	.....	a	..	a	..
All Cities	$15–45	$25	$22	$24	$27

Cities	All Reports		Middle 50% of Reports		
	Range	Mode	Low	Median	High
	Senior Copy Typist				
Atlanta	$22–40	$32	$25	$28	$32
Baltimore	22–35	25	24	26	28
Boston	19–36	24	23	26	29
Buffalo	22–36	36	27	34	36
Chicago	20–42	29	26	29	30
Cincinnati	21–34	21	21	21	26
Cleveland	22–45	30	26	29	31
Detroit	21–40	30	28	30	32
Houston	22–48	31	31	32	36
Los Angeles	28–43	37	31	32	37
Louisville	23–29	25	24	25	27
Milwaukee	18–34	25	22	25	28
Minneapolis-St. Paul	20–44	23	24	26	30
Newark	20–44	28	26	28	28
New York	20–47	30	27	30	34
Philadelphia	20–46	24	23	25	27
Pittsburgh	21–39	25	25	29	32
St. Louis	18–39	28	23	25	28
San Francisco	25–39	29	29	30	32
Seattle	28–31	31	..	a	..
All Cities	$18–48	$28	$25	$29	$32

[a] No central tendency exists

Data in this table represent summaries of the tabulated results of the sixth of a series of surveys of clerical salary rates conducted by THE CONFERENCE BOARD. The information was collected during October, 1944, and pertains to the rates paid in that month.

Before an attempt is made to analyze and interpret these data, it is advisable to refer to *The Management Record* for October, 1943, in which are furnished the detailed job descriptions used in the survey and the methods of collecting and presenting the figures. This information is not being printed in current issues because of THE CONFERENCE BOARD's desire to cooperate with the government's request to conserve paper.

The next survey will be conducted in April, 1945.

The Board welcomes additional participants in the survey in all cities covered.

Employment Trends in Manufacturing

THE accompanying table gives revised indexes of employment in the twenty-five manufacturing industries surveyed each month by THE CONFERENCE BOARD.

Since the averages published by the Board are based upon a representative sample of companies in each industry, the entire effect of the opening of new plants is not necessarily reflected in the indexes of employment published each month. Similarly, the effect of the closing of plants is reflected only when data from a particular plant had been included in the Board's sample. Therefore, the levels are periodically adjusted to those of the complete biennial Census data—in this instance to the levels of the 1939 Census of Manufactures, the last compiled.

21.2% IN 17 MONTHS

Although employment trends tend to follow closely those of industrial activity, technological improvements and the availability of needed labor are also important factors. From January, 1936, through May, 1937, the effects of the recovery from the depression are reflected in the rising trend of employment in the twenty-five manufacturing industries. In this period, the average rise was 1.2% per month, or a total of 21.2% for the seventeen months.

A recession in manufacturing activity in the latter part of 1937 and the first part of 1938 was accompanied by successive reductions in employment. These reductions averaged 2.3% per month, or a total of 27.6% up to July, 1938. Although the employment level of 75.4 (1923=100) was below that in January, 1936, it was 35.9% higher than in April, 1933, the low point of the depression (55.5). The average number of employed wage earners in these industries in July, 1938, was greater than during any month of 1932, most of the months of 1921, 1931 and 1933, and several months in 1934, but was lower than that during any other month since these surveys were initiated.

A period of business recovery beginning in August, 1938, is reflected in rising employment in these industries. The average monthly increase, however, was only 1.0% through August, 1939. The outbreak of hostilities in Europe was largely responsible for an acceleration in the rate of increase to 3.7 a month for the remainder of 1939. This trend was again reversed in the early part of 1940, and employment fell off in each month from January through May.

When the national defense program was set up in June employment rose slightly. After a slight setback in July, employment began to rise rapidly. It increased in every month from August, 1940, through March, 1943, except in December, 1941. By January, 1941, the previous peak of 111.0 averaged in July, 1920, was passed and new peak levels were established in each successive month except December, 1941. In the first twelve months after August, 1940, employment increased at an average rate of 2.3% a month, but by August, 1941, the rate of increase was reduced and from August, 1941, through May, 1942, averaged only 0.8% a month.

By the middle of 1942, the normal labor force was fully employed and new workers had to be drawn into these industries. These new workers were mainly older men and housewives and younger women of the country. The influx of these new workers served to raise the rate of increase to 1.2% per month. The overall monthly increase for the period was 1.5%, or a total of 60.3%. In April and May, 1943, employment declined fractionally but these reductions were entirely offset by the rises in June and July. Employment rose in September and October, reaching an all-time peak of 154.2 (1923=100) in October. This peak level was sustained in November, but employment has receded each month since. A 10.6% decline from the peak to November, 1944, offset all the rises since May, 1942. The November, 1944, index of 137.9 (1923=100), however, was higher than for any month before June, 1942.

INDIVIDUAL INDUSTRIES

The generally upward trend from 1936 through the middle of 1937 was shown in each of the twenty-five industries and annual average employment was higher in 1937 than in 1936 in all industries except *silk and wool*. Employment fell off in all industries in 1938, and an upward trend began in 1939 in every one except *hosiery and knit goods* and the *printing* industries, in which the downward trend continued through 1939. In the *hosiery and knit goods* industry employment has fallen off each year since 1937. In *book and job printing* employment reached its low point in 1939 but has risen in each year since then. In *news and magazine printing* the number of workers declined from the 1937 peak, and reached its low point in 1939. The rises in 1940 and 1941 were very slight, and a decline in 1942 and a small increase in 1943 kept employment below 1937 peaks.

Employment in most of the industries generally trended upward from 1938 and reached peak levels in 1943. In the *automobile* industry employment was curtailed in December, 1941, and the first four months of 1942 as a result of necessary retooling for defense production, but increased substantially thereafter until a peak was reached in November, 1943. Employment receded in 1944, but remained well above all pre-1943 levels.

In the *boot and shoe* industry, employment rose in 1939 but tapered off in 1940. A substantial rise occurred in 1941 and 1942, as the industry turned out shoes for the Armed Forces. Employment reached a high point in March, 1942, and then tapered off. Curtailed production of civilian shoes brought lowered employment in 1943, and a yearly average only slightly above that for 1936. Employment was further cut in 1944 when the level fell below that for every year except the depression low years.

In the *northern cotton* industry employment reached a peak in March, 1942. With consumption of cotton down, technological improvements requiring fewer workers and more cotton manufactures transferred to the South, this peak was substantially lower than the levels that prevailed before June, 1930. Employment continued to contract through 1943 and 1944.

In *furniture* manufacturing, retooling for the production of war materials caused employment to fall off in 1942, but in subsequent months it rose and reached a new peak level in February, 1944. There has been a slight recession since then, but the average for 1944 remains higher than during any previous year. In the *iron and steel industry,* peak employment occurred in August, 1941, and production was maintained in 1943 and 1944 by increasing working hours. Employment in the *leather tanning and finishing* industry was reduced in 1942, 1943 and 1944. Employment in the *lumber and millwork* industry was also curtailed in 1942, 1943 and 1944, largely because of labor shortages. Although women were able to re-

(*Continued to page 12*)

REVISED INDEXES OF EMPLOYMENT, 25 MANUFACTURING INDUSTRIES, 1936–1944

1923 = 100

Source: The Conference Board

Period	25 Industries	Agricultural Impl't	Automobile	Boot and Shoe	Chemical	Cotton North	Electrical Mfg.	Foundries[1]	1. Foundries	2. Machines, Machine Tools	3. Heavy Equipment	4. Hardware, Small Parts	5. Other Products	Furniture	Hosiery, Knit Goods	Iron and Steel	Leather Tanning[2]	Lumber, Millwork	Meat Packing	Paint and Varnish	Paper and Pulp	Paper Products	Printing: Book, Job	Printing: News, Magazine	Rubber	Silk and Rayon	Wool
1936	89.7	118.1	101.6	91.0	117.5	39.1	101.8	84.5	82.4	86.9	47.5	100.6	96.7	88.7	118.6	104.2	82.9	60.2	92.5	128.4	107.8	114.5	98.8	111.0	86.7	93.5	82.6
1937	100.3	144.8	118.4	97.3	129.3	45.7	119.8	100.0	97.4	104.4	63.2	115.5	114.2	100.8	120.4	118.2	84.9	65.8	96.0	138.8	114.4	127.6	108.8	116.7	94.2	93.3	82.0
1938	80.0	103.9	71.0	94.9	110.9	36.7	82.0	75.8	64.5	81.8	47.6	90.4	90.5	83.2	102.4	89.3	69.2	55.5	89.6	118.7	105.7	120.3	100.8	108.8	73.8	88.2	66.6
1939	88.6	106.6	92.4	98.4	117.9	43.1	100.4	85.3	82.1	88.9	54.6	97.8	98.1	94.4	101.2	98.5	79.1	60.7	90.7	123.5	113.9	127.1	99.3	102.6	87.5	95.7	76.4
1940	99.8	126.2	105.2	93.8	133.1	46.2	131.2	108.8	107.1	119.3	69.6	121.0	120.2	105.9	93.6	112.5	80.8	64.4	100.2	125.7	123.3	130.7	106.0	102.7	94.9	92.2	74.6
1941	123.2	144.0	123.1	101.7	156.9	52.8	192.4	158.2	153.9	169.6	108.3	168.4	173.6	131.2	93.5	130.5	89.5	69.8	112.8	139.9	132.7	153.8	112.1	104.9	116.4	94.2	87.7
1942	139.6	147.6	121.0	104.6	171.3	55.2	232.2	217.6	189.1	241.7	174.2	190.8	231.8	125.7	87.7	131.7	88.4	64.3	136.5	139.6	130.1	162.3	116.1	103.6	121.4	89.3	82.2
1943	153.3	173.0	175.5	93.1	177.4	48.1	287.5	250.0	208.2	265.3	217.3	205.1	270.0	143.7	86.7	125.2	77.3	55.5	125.8	135.3	119.5	173.9	123.3	104.2	144.1	92.5	76.6
1936 January	85.9	121.3	102.6	92.2	112.8	40.2	96.6	78.5	73.8	81.8	39.8	96.9	92.4	81.3	112.5	94.7	88.9	52.9	87.6	119.2	107.3	105.5	99.8	104.8	82.8	98.3	87.3
February	85.9	124.7	100.2	93.0	112.3	40.3	96.8	79.3	76.4	82.1	41.2	96.4	92.0	82.5	114.0	94.4	82.2	53.2	86.1	125.3	107.3	109.1	99.1	106.1	82.4	92.6	86.4
March	86.4	127.3	100.1	92.6	113.1	40.1	97.3	80.4	78.5	82.8	43.5	95.9	92.4	83.6	115.1	95.4	84.5	55.8	83.1	127.7	107.5	109.6	94.3	108.4	82.7	94.7	83.9
April	87.4	130.0	103.2	90.1	112.4	36.7	99.2	81.3	80.6	83.2	45.1	95.8	92.7	83.3	116.0	100.2	82.4	58.8	84.6	128.8	108.9	111.3	95.3	109.7	83.7	95.2	81.0
May	87.9	128.1	104.5	88.4	112.5	35.3	100.2	82.5	82.5	84.7	46.4	96.3	93.3	81.5	115.4	102.8	82.4	60.4	86.5	130.4	108.9	111.6	95.2	110.3	84.8	90.5	78.8
June	88.3	121.6	103.4	87.4	113.5	35.9	99.5	83.5	82.7	85.8	47.2	96.8	95.3	81.6	115.2	104.0	79.9	62.6	89.5	130.5	108.1	115.1	93.4	110.6	87.4	87.8	77.3
July	88.9	114.3	99.3	90.8	117.4	35.8	101.1	84.2	84.0	87.1	47.3	96.7	96.1	83.5	115.2	107.6	79.5	60.3	93.3	129.2	105.8	115.9	97.8	108.2	86.8	89.7	81.2
August	89.6	108.7	87.2	92.1	120.2	36.9	102.7	85.8	86.6	88.0	48.3	98.1	98.0	88.3	119.7	109.0	81.1	63.5	95.7	126.8	106.6	114.7	98.4	108.7	88.4	94.4	80.5
September	89.8	104.9	77.9	91.3	122.8	38.0	102.8	86.1	86.9	90.0	51.0	102.1	97.8	97.5	123.3	109.8	82.2	63.2	94.4	130.4	107.8	118.1	100.6	113.0	89.2	94.7	81.0
October	93.1	106.6	98.0	90.4	123.9	42.1	106.5	88.9	85.7	90.9	52.5	107.8	99.1	102.3	124.3	110.8	83.2	65.0	95.0	131.8	108.4	119.6	99.6	114.8	89.6	96.0	80.5
November	95.5	111.2	116.3	90.2	124.7	43.1	108.1	90.4	85.2	91.9	53.3	110.9	102.3	101.2	125.8	110.1	84.1	63.5	104.0	130.7	108.0	121.4	103.1	117.7	90.1	94.4	83.7
December	98.1	118.1	126.0	93.8	124.2	44.9	110.6	93.3	85.5	93.9	54.9	113.9	109.1	98.1	126.5	111.7	83.8	63.6	110.0	129.7	109.3	122.0	109.0	119.4	93.0	93.6	89.7
1937 January	97.3	124.4	112.5	97.5	123.8	46.9	111.7	93.7	90.1	95.4	56.4	113.3	107.7	97.1	117.6	114.1	83.4	64.6	105.7	131.0	113.3	118.6	105.5	116.8	95.3	93.8	91.3
February	99.1	130.3	115.9	99.6	125.3	47.8	113.9	96.8	97.1	98.0	58.8	116.1	109.6	101.4	123.1	115.8	84.2	61.1	102.3	134.3	113.2	124.3	109.2	116.5	96.2	95.6	91.9
March	101.9	134.9	120.6	101.1	128.1	48.5	118.0	100.4	101.8	100.8	61.4	118.2	114.3	102.7	124.0	119.9	86.2	67.1	98.4	137.5	116.8	127.4	108.0	116.8	97.4	94.7	92.2
April	103.4	141.3	127.9	99.5	129.3	49.3	120.9	103.0	103.8	104.1	63.1	121.9	117.0	101.4	124.9	122.1	87.0	69.1	94.8	142.4	115.0	131.5	106.6	117.3	97.3	91.8	90.4
May	104.1	144.4	131.3	96.8	130.1	48.0	123.8	103.9	105.1	105.8	64.0	122.5	117.8	101.9	123.7	122.9	90.8	70.3	96.3	145.2	116.7	127.5	108.7	117.5	98.1	90.8	88.7
June	103.4	148.6	128.9	98.3	132.2	46.8	125.7	104.1	103.9	107.5	64.8	120.2	118.8	105.0	124.5	114.2	88.9	70.8	94.7	147.1	117.3	129.7	108.2	115.1	97.2	91.9	87.2
July	103.5	148.8	122.8	101.0	131.8	46.7	126.0	104.3	103.6	108.7	66.1	119.6	118.7	103.2	120.6	122.8	87.9	70.5	95.7	146.6	116.9	131.1	108.4	113.7	95.1	93.5	85.3
August	102.5	150.8	111.3	100.5	131.6	45.7	126.3	103.6	103.4	108.0	66.0	118.3	117.7	104.8	120.9	124.8	87.4	71.4	91.9	142.4	116.2	131.7	110.4	113.6	94.5	94.6	82.5
September	100.7	156.1	101.3	99.0	132.7	44.3	126.0	102.5	101.0	108.5	66.3	116.3	115.5	105.2	118.9	124.6	86.8	70.0	89.5	142.1	116.0	131.3	111.2	118.2	94.6	97.0	73.0
October	100.7	157.4	123.7	95.9	131.3	43.6	123.3	100.4	94.6	108.2	64.3	112.9	116.0	102.5	118.3	121.1	83.9	67.2	91.7	140.3	112.8	128.5	107.8	118.8	92.6	97.3	71.1
November	96.4	155.0	123.3	88.5	132.9	41.8	117.4	96.1	85.8	105.8	63.8	106.1	111.6	94.7	115.1	113.1	78.2	59.5	93.7	131.7	110.7	127.7	109.9	118.6	88.6	85.3	65.4
December	90.0	145.3	101.2	89.5	122.6	38.5	104.8	91.2	78.1	101.4	63.3	100.0	105.1	89.4	112.9	103.5	74.2	47.4	97.5	124.8	107.3	121.7	112.2	117.7	83.0	93.3	65.4
1938 January	84.5	134.1	81.1	98.2	114.8	35.7	97.8	84.4	67.1	97.0	57.0	96.6	98.2	84.9	108.8	96.1	73.3	44.7	97.9	122.9	105.8	117.4	107.8	115.3	77.2	91.6	64.5
February	82.4	124.8	76.7	98.9	113.0	34.7	91.3	81.0	65.4	92.5	54.1	93.9	94.0	84.5	108.4	93.0	73.2	44.8	91.4	122.4	106.6	120.0	106.4	114.0	72.5	89.4	66.1
March	81.8	124.9	75.5	98.5	111.2	34.4	88.4	79.9	65.3	89.8	54.2	91.7	92.7	83.6	107.6	91.8	72.1	52.9	88.5	121.2	106.1	120.4	100.1	112.7	71.9	88.9	61.1
April	79.6	122.1	69.3	95.9	108.5	35.4	81.9	77.2	63.8	85.6	51.2	89.3	90.9	80.7	104.6	89.5	69.3	56.3	87.2	120.5	103.8	121.9	98.2	111.4	71.0	88.6	56.5
May	77.6	117.0	64.6	89.2	106.9	35.0	78.5	75.6	64.3	82.9	48.3	87.8	90.1	78.9	92.5	87.5	67.3	58.2	84.3	119.5	104.9	120.1	99.4	107.3	70.3	87.6	57.5
June	76.2	109.7	57.9	91.3	105.6	33.6	75.8	73.0	61.9	78.8	46.7	85.9	87.1	77.7	95.8	85.1	68.2	58.1	86.5	116.1	104.0	120.3	97.4	105.5	69.9	85.1	62.8
July	75.4	87.4	49.5	95.2	107.1	34.3	73.2	70.7	60.7	74.9	43.9	83.8	85.9	77.8	101.6	85.1	62.6	57.2	87.2	113.6	103.8	120.3	99.2	104.0	70.6	84.7	68.4
August	76.1	88.0	43.0	96.3	109.7	36.6	74.7	71.1	64.3	75.0	43.5	85.9	84.4	81.9	101.4	85.8	63.2	59.7	87.4	113.6	104.2	120.2	100.8	104.7	71.3	89.4	72.0
September	78.0	76.3	59.2	95.7	113.3	39.1	76.7	71.1	61.6	75.5	42.1	88.1	86.1	85.5	101.3	86.8	67.0	60.9	87.2	117.2	106.4	120.5	98.3	107.4	73.7	90.5	68.0
October	80.4	77.8	80.3	92.6	114.5	40.0	80.3	73.6	66.2	75.6	42.2	91.1	90.7	87.0	102.0	88.0	69.1	57.9	87.9	119.0	107.0	119.0	99.1	106.3	76.0	88.0	69.6
November	83.2	89.4	95.5	92.1	113.6	40.6	81.7	75.5	66.6	76.5	43.7	95.0	93.1	87.0	102.5	91.3	72.6	57.7	93.4	119.4	107.7	121.1	101.5	108.8	79.5	85.8	74.6
December	84.3	95.5	99.7	94.9	112.9	40.8	84.2	76.1	66.6	77.5	44.5	95.3	93.3	89.3	102.8	91.1	73.0	57.1	96.0	119.1	108.6	122.3	101.0	107.7	82.1	89.1	77.6
1939 January	84.2	100.1	100.3	99.7	112.5	40.1	87.5	76.1	69.5	78.3	46.1	92.5	91.4	89.2	101.8	91.3	76.1	53.1	92.2	118.6	108.6	120.8	102.9	105.1	82.6	89.4	76.6
February	85.6	106.5	99.2	103.2	113.5	40.6	89.8	78.5	72.1	81.1	48.2	93.5	93.5	91.9	103.8	91.8	79.3	54.3	88.5	119.3	109.4	123.0	104.3	104.9	82.0	92.5	78.9
March	86.2	112.4	98.8	103.7	113.3	41.0	95.0	79.3	72.9	82.6	48.8	94.0	94.3	92.8	105.4	92.3	78.2	55.9	85.6	121.3	110.7	125.5	98.6	105.1	83.9	92.0	76.5
April	86.1	112.6	97.3	101.0	113.7	41.8	93.7	80.7	74.8	84.3	51.7	93.7	93.8	91.8	102.7	91.6	77.2	59.6	85.3	123.4	111.7	127.3	97.1	104.7	83.9	92.9	70.5
May	85.1	106.7	88.4	93.6	114.0	40.6	94.9	81.5	75.3	86.0	53.8	93.1	93.3	90.7	101.0	90.5	73.7	60.5	86.1	122.9	112.1	126.4	97.3	103.4	83.7	91.7	72.3
June	85.5	103.7	87.7	95.6	113.9	40.9	96.3	82.7	76.7	88.0	55.3	93.5	93.4	90.0	98.1	91.2	79.3	61.3	88.4	124.6	112.3	125.6	96.2	102.0	83.7	86.0	75.6
July	85.0	101.0	71.2	100.0	114.8	42.8	97.9	83.3	76.4	89.6	56.7	91.6	93.9	90.8	99.7	91.8	80.5	62.1	90.5	122.6	112.1	125.7	96.0	99.6	84.1	86.8	75.3
August	85.5	100.0	63.9	100.6	117.9	43.9	99.3	84.1	79.6	88.4	57.0	93.7	94.4	93.0	101.2	93.0	81.1	62.1	90.7	121.7	112.6	124.9	95.5	99.3	86.3	100.0	76.0
September	90.0	101.3	92.3	98.4	119.6	44.6	103.0	86.5	81.8	90.7	56.6	97.3	98.5	97.4	101.4	102.9	81.3	63.6	91.3	124.0	115.1	128.0	97.4	102.9	89.7	102.3	73.6
October	94.4	104.7	101.6	95.3	125.8	47.1	110.2	91.8	91.9	94.3	58.1	106.0	104.1	100.5	100.5	112.6	82.5	65.8	91.9	127.1	119.0	132.9	100.0	102.3	94.7	103.8	78.5
November	96.9	112.9	95.5	93.8	127.9	47.2	117.7	98.5	104.7	100.3	60.5	112.2	112.1	102.3	100.8	116.3	80.8	66.2	97.9	129.0	121.3	133.0	101.7	101.0	97.3	105.4	82.4
December	98.7	116.9	112.0	95.8	128.2	46.9	119.7	101.0	109.3	103.0	62.3	113.0	114.4	102.3	97.9	116.6	79.7	64.1	100.5	127.3	121.6	132.1	104.4	101.4	98.6	105.0	80.1

[1] And machine shops

[2] And finishing

Period	25 Industries	Agricultural Impl't	Automobile	Boot and Shoe	Chemical	Cotton North	Electrical Mfg.	Foundries[1]	1. Foundries	2. Machines, Machine Tools	3. Heavy Equipment	4. Hardware, Small Parts	5. Other Products	Furniture	Hosiery, Knit Goods	Iron and Steel	Leather Tanning[2]	Lumber, Millwork	Meat Packing	Paint and Varnish	Paper and Pulp	Paper Products	Printing: Book, Job	Printing: News, Magazine	Rubber	Silk and Rayon	Wool
1940 January	98.1	123.4	109.5	100.0	128.5	46.7	120.8	101.5	110.3	105.9	62.7	113.0	113.2	102.0	93.9	115.0	80.5	63.1	101.2	124.3	121.3	127.2	105.2	100.0	97.1	96.5	77.3
February	97.8	128.3	108.3	100.6	127.3	46.5	122.7	100.9	110.7	108.3	64.4	113.6	109.8	101.4	95.1	110.9	80.5	63.6	100.0	125.4	121.4	128.0	105.8	101.1	95.4	99.1	78.3
March	96.4	129.5	109.5	98.8	127.1	45.2	123.9	100.7	105.9	110.3	65.9	112.3	108.6	102.1	91.5	105.4	78.9	61.7	100.0	125.8	120.4	125.7	106.2	103.6	94.3	95.5	69.8
April	95.5	127.7	107.7	93.8	127.6	45.4	124.4	100.8	101.5	112.4	63.2	112.6	109.5	101.9	93.2	102.8	78.2	61.6	94.2	124.2	120.5	127.3	104.6	103.9	93.5	94.4	66.5
May	95.3	126.3	105.2	90.0	129.1	44.1	125.0	101.7	94.4	114.9	63.4	111.7	114.5	99.8	92.0	104.3	78.6	61.9	95.9	125.2	122.8	129.8	104.6	102.3	93.4	88.6	66.1
June	95.8	124.1	100.0	90.1	130.9	43.9	127.1	102.4	93.3	116.3	65.4	113.9	113.3	99.7	91.1	110.0	80.1	63.1	97.0	125.0	124.9	131.7	105.6	101.1	90.1	85.8	66.6
July	95.6	121.8	76.5	92.5	130.6	45.6	129.2	105.1	97.5	119.2	67.6	116.5	115.1	100.1	93.0	112.9	80.0	63.6	101.1	125.0	126.6	132.9	105.2	100.4	89.3	84.2	72.5
August	97.6	122.3	78.4	93.2	135.0	45.8	130.2	109.3	103.3	121.6	71.2	121.0	119.8	105.9	94.0	115.5	78.9	63.7	97.0	125.3	125.7	132.0	105.6	100.5	90.6	87.7	75.1
September	101.5	124.1	104.0	90.9	139.0	46.4	132.4	114.0	109.6	125.0	74.4	125.9	125.5	110.4	94.0	116.6	80.9	64.8	97.0	126.5	124.8	129.4	106.1	102.7	92.2	91.1	76.9
October	105.6	126.1	118.2	90.2	141.1	47.9	139.7	118.9	113.8	128.8	77.1	132.2	131.9	115.6	95.7	117.1	83.1	69.1	99.5	124.5	123.5	134.3	107.1	104.4	97.9	91.6	80.1
November	107.7	128.4	122.8	90.5	140.4	48.2	146.8	122.9	118.0	132.2	79.0	137.0	137.8	116.0	94.4	118.9	83.8	67.1	105.6	128.7	123.6	135.3	108.2	105.3	100.3	94.4	82.3
December	110.2	132.5	122.2	94.8	140.6	49.2	152.6	127.7	126.3	136.1	81.4	142.1	143.2	115.4	95.5	120.7	86.0	69.4	114.4	128.2	124.5	134.4	108.1	106.8	104.4	95.3	83.5
1941 January	112.0	137.1	125.0	98.5	139.3	49.3	159.0	131.4	128.9	140.4	85.7	144.3	146.0	120.5	94.1	123.3	86.0	70.5	107.5	126.9	124.2	134.3	106.5	103.8	107.4	93.9	82.9
February	113.2	123.8	126.5	100.1	142.2	49.6	168.2	132.8	131.4	145.3	81.9	150.2	147.6	124.2	94.2	124.4	86.4	67.9	101.5	130.2	124.9	138.7	108.7	105.5	108.8	97.9	84.5
March	115.4	105.1	128.1	101.0	145.8	52.0	174.7	137.2	136.7	151.5	85.1	155.3	150.7	126.2	95.3	126.4	87.6	67.6	101.6	132.9	126.3	142.8	109.5	106.7	109.6	97.9	85.5
April	119.1	149.5	128.7	100.1	151.2	53.7	182.6	145.9	143.3	157.4	97.6	160.3	158.3	128.3	95.6	128.2	87.1	69.3	102.0	136.6	129.7	145.9	109.7	106.2	113.1	98.8	85.7
May	121.5	151.9	129.6	99.5	155.0	53.8	189.8	151.1	149.1	160.3	102.2	164.8	165.2	128.8	95.0	130.5	87.6	70.2	106.4	140.2	131.5	148.4	110.2	102.8	114.6	99.4	87.2
June	124.3	153.5	129.9	100.5	158.3	53.9	197.5	157.5	153.5	168.4	108.8	169.1	171.4	131.4	93.8	131.8	88.8	70.9	111.3	144.5	133.3	153.7	111.1	102.2	118.1	98.2	88.8
July	125.7	152.7	120.0	103.6	160.6	54.5	203.3	161.8	159.5	173.4	113.7	172.5	173.1	134.4	92.4	133.8	90.6	71.1	118.1	146.2	135.8	156.9	111.4	103.0	121.4	96.5	88.9
August	126.6	150.8	102.5	104.8	162.5	53.6	205.7	168.7	162.1	176.4	118.5	176.7	187.3	136.6	95.5	135.0	91.2	72.0	116.9	144.7	137.6	160.6	112.5	104.0	120.5	98.2	89.4
September	128.8	151.0	119.4	101.4	165.5	48.4	207.8	173.9	168.1	184.9	122.9	180.7	190.8	135.9	92.1	134.3	92.6	70.7	117.1	143.9	137.4	164.9	114.4	106.1	119.8	94.5	90.3
October	130.2	151.3	125.6	102.2	167.2	53.8	207.7	176.9	170.0	188.3	124.5	182.2	195.7	136.4	91.7	133.0	92.3	70.1	119.1	143.5	137.5	167.5	117.1	106.2	121.6	85.5	89.5
November	131.0	150.8	127.4	102.7	167.4	55.7	206.9	179.8	170.9	192.4	127.6	182.0	199.4	136.9	90.9	132.6	91.8	68.7	121.5	144.9	137.1	166.1	118.0	106.0	121.2	85.2	89.4
December	130.6	149.9	114.8	105.5	168.0	55.8	205.9	181.3	173.0	196.9	130.9	182.2	197.2	134.8	91.5	132.6	92.0	68.0	130.6	144.2	137.3	165.8	116.2	106.8	121.2	84.9	90.5
1942 January	131.6	147.9	108.6	106.9	168.4	55.8	208.5	188.1	175.6	205.6	140.5	184.8	199.1	131.3	90.4	133.5	90.8	67.4	132.8	144.2	136.7	166.8	116.0	105.3	118.0	85.9	88.4
February	132.3	146.7	97.5	110.2	169.8	55.9	213.4	193.5	178.4	215.5	146.9	184.9	203.5	133.7	90.1	133.4	91.2	66.4	134.0	148.2	136.2	167.4	116.3	105.2	118.1	88.3	84.7
March	133.5	148.8	96.0	110.4	171.3	56.5	216.3	198.2	181.6	223.7	153.5	185.0	206.5	135.4	88.8	133.6	91.9	66.9	125.4	149.2	135.9	171.0	117.6	106.0	118.6	90.8	82.7
April	135.4	147.3	99.4	108.0	171.4	56.3	219.1	205.8	185.2	233.4	161.5	187.7	214.9	133.8	88.6	133.7	90.0	66.0	127.5	145.5	137.3	171.3	115.6	103.4	117.5	92.1	81.5
May	136.0	148.7	108.9	106.6	171.0	55.9	219.2	209.2	185.3	237.7	166.5	188.4	218.1	129.0	85.2	133.8	90.5	65.4	131.1	140.5	135.4	168.0	114.2	102.2	107.2	90.4	80.4
June	138.0	149.0	116.3	105.6	171.7	55.2	221.6	216.0	185.5	242.3	176.4	189.6	226.7	120.4	83.4	134.2	89.1	65.2	136.5	138.0	134.8	165.5	113.9	101.4	111.6	85.2	81.4
July	139.6	149.4	124.1	103.6	169.5	54.9	228.8	220.3	187.7	248.4	182.1	187.9	231.2	118.0	85.7	133.2	86.9	64.8	143.1	135.2	129.5	157.5	109.0	101.2	118.8	87.1	81.0
August	141.9	146.9	130.5	102.4	171.8	54.0	236.4	225.1	190.8	250.3	185.9	192.7	237.9	118.9	86.8	131.2	86.7	65.3	145.0	132.6	127.4	157.0	117.7	101.5	121.6	89.3	80.7
September	143.7	145.6	136.7	100.7	172.7	54.6	245.5	230.7	194.7	253.7	191.1	193.5	246.7	122.4	85.8	129.7	86.1	64.2	142.1	132.9	123.1	152.1	112.8	101.7	124.2	89.1	81.9
October	146.2	147.7	140.1	99.4	172.7	54.8	253.7	239.3	199.3	258.4	192.0	195.5	266.8	121.4	87.8	128.4	85.7	60.9	139.1	133.8	122.3	151.2	115.8	104.1	130.6	90.2	81.4
November	146.9	148.2	144.4	99.3	172.0	54.3	259.9	239.4	201.3	262.9	195.4	198.1	260.4	119.0	89.1	127.5	85.9	60.3	137.7	135.9	121.4	155.4	119.6	104.4	133.3	90.5	80.8
December	150.0	144.9	150.0	102.4	173.2	54.2	264.4	245.2	203.8	268.4	198.6	201.0	270.0	124.6	90.4	127.8	85.8	59.2	143.4	138.8	121.7	164.0	124.8	106.3	137.2	93.0	81.5
1943 January	151.1	150.0	156.4	101.9	174.9	53.3	269.9	245.5	203.3	270.1	202.9	202.1	269.7	130.0	89.7	128.3	85.2	58.1	145.9	135.2	120.8	165.3	124.7	106.6	142.5	91.5	80.9
February	153.0	155.8	161.4	101.5	174.9	53.4	275.6	249.7	203.3	270.2	212.6	203.3	273.4	135.5	90.5	127.8	83.7	57.1	142.7	136.3	120.4	170.3	127.4	107.6	141.8	93.6	81.0
March	153.2	159.3	162.6	100.1	174.0	52.0	284.7	251.1	206.8	271.6	216.3	204.1	272.2	135.0	89.6	128.1	82.4	55.3	133.9	135.4	120.0	173.5	126.9	105.0	140.8	93.9	80.7
April	152.7	162.9	166.0	97.2	174.0	50.3	284.7	250.3	209.1	272.1	217.3	206.0	267.3	140.4	87.5	127.2	81.7	54.9	127.0	133.7	120.0	170.5	126.0	104.3	140.2	91.7	79.5
May	152.5	165.0	168.2	95.0	173.4	49.4	286.2	250.7	210.7	271.6	217.1	206.4	267.3	140.9	87.0	126.7	79.6	54.1	120.1	133.9	119.6	172.1	125.3	104.4	139.7	90.8	78.7
June	153.1	170.1	171.3	93.3	176.2	48.4	287.8	252.9	211.1	276.5	223.1	207.7	267.1	139.9	86.7	126.1	77.7	54.4	120.4	136.1	120.4	175.7	118.2	103.3	139.2	91.6	77.6
July	153.6	175.9	175.9	91.8	176.8	47.3	289.3	253.2	211.3	273.4	223.2	205.6	269.6	141.6	86.4	124.9	75.7	54.6	120.2	137.4	120.3	176.4	125.4	103.4	142.3	91.8	75.0
August	153.6	180.4	181.1	89.4	178.9	46.3	292.4	250.2	210.3	265.7	221.1	205.9	266.4	146.0	86.1	124.8	74.5	57.1	120.2	134.8	119.4	177.0	122.1	102.5	145.4	92.1	72.7
September	153.8	185.7	190.1	87.5	180.3	44.8	294.5	250.3	208.8	260.3	220.2	206.4	270.1	144.4	84.5	123.7	72.3	55.6	118.2	134.6	118.0	175.1	118.4	102.5	145.3	91.4	73.7
October	154.2	188.8	191.0	87.2	180.9	44.5	296.6	249.8	208.0	256.5	219.4	206.6	271.0	154.4	83.9	122.8	71.7	54.8	118.1	135.0	117.4	175.4	119.9	102.9	146.8	92.9	73.5
November	154.2	189.5	191.3	86.6	181.6	44.0	295.5	248.6	207.4	250.7	217.0	205.6	271.7	158.4	84.0	121.9	71.3	54.6	118.9	135.4	117.9	178.0	122.9	103.6	151.1	93.4	73.3
December	154.0	192.3	191.0	85.8	182.6	43.9	293.0	247.8	208.1	244.8	216.8	201.6	274.4	157.6	84.2	120.6	71.9	54.8	123.7	135.9	119.5	177.7	122.9	104.1	153.8	95.0	73.0
1944 January	152.5	195.6	189.5	85.8	181.6	42.2	286.1	244.8	206.1	239.8	216.5	199.8	269.8	159.4	82.6	120.3	71.9	54.2	126.0	134.3	120.2	171.1	126.2	103.3	152.4	93.7	71.2
February	152.3	201.2	186.7	87.4	181.3	41.7	286.1	244.4	204.4	231.7	221.1	199.2	269.2	160.6	82.1	120.2	71.9	53.9	123.8	135.9	120.5	171.6	124.5	103.0	152.0	95.2	72.3
March	151.0	205.6	183.6	88.0	181.0	41.3	285.3	242.1	199.9	228.1	217.8	194.4	270.7	160.4	80.8	119.0	71.8	53.7	118.4	137.0	119.7	169.1	125.1	102.8	150.4	95.1	71.7
April	148.3	206.5	180.5	88.0	179.6	40.1	282.3	235.7	195.6	221.8	214.2	184.9	263.2	153.7	79.4	118.1	71.8	53.5	116.5	136.9	118.1	170.3	121.9	103.4	148.8	93.5	70.7
May	145.0	204.0	176.5	87.7	178.8	39.0	279.7	230.7	191.3	217.2	208.8	180.9	258.4	147.8	77.8	117.1	71.5	47.4	111.9	139.1	118.2	161.7	120.5	101.6	144.7	91.5	69.9
June	143.6	204.4	174.7	88.2	178.8	38.0	278.7	225.3	189.9	213.5	202.7	178.2	251.2	139.5	76.6	117.2	72.7	52.0	113.2	137.9	118.3	165.4	119.7	99.8	141.3	91.6	69.7
July	142.2	206.2	174.3	89.7	178.6	37.1	275.0	221.4	187.1	209.2	200.8	174.4	246.2	137.7	75.7	117.5	73.1	51.3	113.2	136.8	117.4	167.6	122.7	100.3	136.8	88.9	67.9
August	141.6	200.0	174.0	90.0	182.2	35.3	275.2	219.1	187.8	205.6	199.7	175.5	241.0	138.4	76.5	117.0	74.2	51.7	112.5	137.8	118.2	167.1	119.3	100.0	138.3	90.1	67.2
September	140.4	197.2	172.2	89.4	183.0	36.2	277.5	216.1	187.0	205.7	195.6	173.7	236.9	135.9	74.6	116.3	72.3	51.2	109.3	135.8	116.7	166.5	117.2	100.8	137.3	89.4	68.3
October	138.6	195.1	166.6	88.7	183.4	36.7	273.2	211.7	186.4	203.8	187.7	172.4	232.6	134.6	75.1	116.1	72.3	49.2	108.1	134.9	116.8	167.9	119.0	101.7	137.6	90.0	68.3
November	137.9	194.1	163.2	89.3	186.7	36.5	269.5	209.9	184.2	199.1	188.1	170.3	230.7	134.8	75.4	116.1	72.5	49.0	108.3	134.4	117.2	168.6	119.0	102.1	137.7	89.7	68.2

(*Continued from page* 9)

place men in some of the operations, in many of them the work was of a type unsuited to female labor. Employment in the *paper and pulp* industry reached its peak in 1941 and declined in 1942, 1943 and 1944.

In *silk and rayon,* employment increased up to 1939, to a level which was substantially below pre-1930 levels; it fell off slightly in 1940, rose in 1941, and receded again in 1942 because of a shortage of materials. Although employment in this industry rose again at the end of 1943 and in the beginning of 1944, it did not again reach the 1939 level. The rising trend was reversed in the middle of 1944 and substantial losses were experienced. Employment in the *wool* industry followed the general trend through 1939 but declined in 1940, advanced to a secondary peak level in 1941, which was slightly below those attained in 1923, but declined in 1943 and 1944 because of material shortages.

EMPLOYMENT OF WOMEN

Only 16.5% of the wage earners in the twenty-five manufacturing industries in January, 1941, were women, but their number became relatively greater and by December, 1942, 20.7% of all workers were women. In November, 1943, the month of peak employment, women accounted for 26.8% of the wage earners. Although total employment subsequently fell off, more men were withdrawn than women, so that women comprised 28.1% of all workers in September, 1944. In October and November, women accounted for 28.0% of all workers.

Ethel B. Dunn
Division of Labor Statistics

Wage and Salary Stabilization

On December 11 a petition for reconsideration of the steel wage decision was sent to the War Labor Board by seventy-three of the eighty-six companies. One of the main points stressed in the appeal was the retroactive feature of the adjustments. The companies claimed that this feature was inconsistent with board policy and was not contemplated by the parties in the presentation of the case.

On December 13 WLB Chairman Davis issued a brief statement denying the steel companies' petition. The denial stated: "the Board decided that the petition contained no grounds warranting reconsideration of the case, since the points raised by the petitioners had been fully discussed in the hearings on the case and in the Board's discussion before it reached its decision on November 25."

POLICY ON RETROACTIVITY

The WLB has set forth in Releases B-1004 and B-1004 (a) the general policy on retroactivity dates for wage and salary adjustments. The main elements of the policy are: (1) to use the date agreed upon by the parties or fixed by their contract or, where an existing contract contains a wage reopening clause, the date when the wage issue was actually reopened; or, in the absence of such agreement, the date of expiration of a previous agreement governing the same bargaining unit; (2) if there is no such agreement of any of these types then to use the date of certification by the United States Conciliation Service or of assumption of jurisdiction by the NWLB; (3) if the regional board, commissions, etc., deem some other date appropriate, owing to special circumstances such as the relation of the particular directive orders in other cases or to voluntary increases already in effect, the national board expects the reason for its selection of this other date to be fully explained in an opinion.

THE RANE FORMULA

The New York regional board has been giving considerable attention to in-grade pay progression during the past several months. In the case of the Rane Tool Company, Jamestown, New York, and the United Electrical, Radio and Machine Workers of America, Local 304 (CIO), the New York board issued a directive on November 14 which set up a periodic merit review system as its answer to the union's demands for automatic (length-of-service) progressions within rate ranges. The important parts of the Rane directive dealing with the progression issue are as follows:

> "a. The company and the union shall, by agreement or by arbitration within thirty days of the date upon which this order becomes operative, establish objective standards of performance which shall fairly reflect the efficiency, skill and production requirements (as measured by such factors as quality of output, quantity of production, and attendance) which should be met by employees of various classifications as a condition of their being advanced within the applicable range rates.
>
> "b. On or immediately after January 1, April 1, July 1, and October 1 of each year each employee who has been employed throughout the preceding three months shall be the subject of consideration by the employer in order to determine whether or not the employee has satisfied the standards of meritorious performance, established as above. If the employer determines that the performance of the employee warrants, a merit adjustment in rates shall be made accordingly, effective as of the quarterly review date. A list of the employees to whom increases have been granted shall be furnished by the employer to the union. Merit reviews, either of individual employees or of groups of employees, may, by agreement of the company and the union, be made at different intervals from those here prescribed.
>
> "c. A disagreement as to whether an employee whose performance has thus been reviewed should or should not receive a merit step increase shall be resolved through the established grievance procedure. Upon the request of an individual employee or of the union, the company shall furnish a written explanation of its reason for concluding that a merit increase should not be granted.
>
> "d. A merit adjustment in an individual employee's hourly wage rate shall be in the amount of five cents or one-half of the rate range in that employee's classification, whichever may be smaller; except that a lesser amount may be granted when necessary in order to raise an employee to the top of the rate range in his classification. The allowable amounts prescribed by this paragraph may be altered by agreement of the parties.
>
> "e. The total of the wage adjustments given under the above provisions to employees who are at or above the mid-point of their respective rate ranges shall in no event exceed an over-all average of five cents per hour in any twelve-month period commencing July 1 of one year and terminating June 30 of the next year. The five cents per hour is intended as an over-all limitation on merit increases for such employees. The permissible amount of merit increases for such employees (subject to this over-all limitation) is to be determined by the objective criteria as provided in paragraph (a).
>
> "f. This hourly wage rate of each

employee below the maximum of his respective rate range shall (except as provided in this paragraph) be adjusted retroactively to May 9, 1944, or, if the employee had not then completed three months of service, to the date upon which he did complete three months of service. The amount of the increase to be made in the hourly wage rate shall be computed in accordance with the following formula:

$$\frac{d}{365} \times m = \text{hourly increase}$$

In this formula the symbol "d" signifies the number of days between May 9, 1944, and the date upon which the present Directive Order becomes operative. The symbol "m" signifies the five cents average increase permissible under Section II C-1 (c) of General Order 31; or, if the employer granted a higher average of merit and length-of-service increases during the twelve months immediately preceding May 9, 1944 (under a plan properly established in accordance with General Order 31), the symbol "m" signifies the higher figure. The hourly increase resulting from the application of the above formula shall be rounded off to the nearest half cent. If a lesser amount will bring an employee to the top of his rate range, then only that lesser amount shall be granted as an increase to the employee. If an employee has received a merit increase during the pendency of this dispute, the merit increase given to that employee shall, from the date upon which it was made, be charged against whatever retroactive award might otherwise have been granted to him pursuant to this order.

"An illustration will help to clarify the application of the retroactivity formula set forth in paragraph (f) above:

"Suppose, for example, that in a particular case 280 days elapsed between the retroactive date and the date upon which this Board's directive order finally became operative. Suppose, further, that the employer had had no established plan for making increases in an average amount greater than that permitted by General Order 31—that is, five cents an hour. Then the formula,

$$\frac{d \times m}{365} = \text{hourly increase}$$

would work out like this:

$$\frac{280}{365} \times 5 = \$.0383$$

"The hourly increase will then be fixed at 4¢ ($.0383 rounded off to the nearest half cent).

"All employees are generally entitled to the 4¢ increase per hour retroactive to the date fixed in paragraph (f) or, if they had not been employed for three months at that time, the date upon which they completed three months of service."

Rane Formula Challenged

On December 15, Sparkman & Stephens, Incorporated, a New York firm engaged in rendering services to naval architects, originated a petition for review of the New York board's Rane directive containing the so-called Rane formula.

The specific charges by Sparkman & Stephens are that the Rane formula:

(1) Inaugurates far-reaching and unsound social and economic changes, without any basis in the fact of the case under the guise of administering the wage stabilization program, and thus presents a novel question of such importance as to warrant national action;

(2) Exceeds the board's jurisdiction;

(3) Contravenes the established policies of the board;

(4) Interferes with the prosecution of the war by fomenting disputes which did not previously exist.

There is no evidence that the Sparkman & Stephens appeal has had any effect on the New York board's attitude on the Rane formula. On December 21 the board made public its defense of the formula in connection with the case of the Fahlstrom Company, Passaic, New Jersey, and the United Electrical, Radio and Machine Workers of America, Local 423 (CIO). The opinion of the public members of the board, written by Vice Chairman Walter Gellhorn, gives a summary of three points of view on wage progression and related statements on general policy:

> "We are forced to conclude that there are three rather than two divisions of opinion on this subject:
>
> "1. The labor members, as has been noted, favor automatic progression which wholly eliminates managerial discretion.
>
> "2. The public members believe in reward for demonstrated merit, leaving it to management to judge the performance of employees, but with safeguards against discriminatory exercises of authority.
>
> "3. The industry members seemingly insist that the movement of a worker's wage rate within the top and bottom limits is a matter for the exclusive consideration of the management, which possesses an uncontrollable discretion to do as it sees fit.
>
> "It is important for others who may consider this subject to realize the full implications of our present decision. It does not reflect a public-labor coalition against the industry view. Rather, it reflects a rejection of labor's contentions. Unquestionably it is also a rejection of the extreme position now adopted by industry.
>
> "Our economy is a dynamic one. The problems which bulk large today can not be solved solely by looking backward. The authoritarianism of the past has yielded at many points in late years. The democratizing of labor relations has eradicated evils which are intolerable in a society of freemen. We may hope without exaggerated optimism that the further sharing of responsibility between management and workers will contribute heavily to the stability of our industrial and political system. No principle of law or economics or ethics warrants the preservation by governmental order of managerial power to deal unfairly with employees. Our present directive, adopted with the somewhat grudging assent of our labor colleagues, does no more than systematize what previously has been unorganized. Our purpose is to assure justice without destruction of management's proper authority to appraise, discipline, or reward those who serve under its direction. A faithful observance of our order, modified from time to time in the future as the parties' experience may dictate, will in our judgment lead to satisfactory adjustment of competing claims without diminishing the stature of either the company or the union."

E. S. Horning
Management Research Division

Stabilization Fund Disapproved

A plan for a postwar employment stabilization fund was created jointly by thirty-nine companies composing the Luggage and Leather Goods Manufacturers Association of New York and the Suitcase, Bag, Leather Goods and Portfolio Makers Union (AFL). The plan provided for contributions by employers of 5% of payroll. The funds were to be distributed to employees six months after the end of the war.

The Second Regional War Labor Board disapproved the plan because, it held, the payments constituted wages within the meaning of the stabilization act.

Bonds for Babies

Every employee of the Ohio Tool Company, Cleveland, who has gone into military service and who has become a father since January, 1943, is being given a twenty-five dollar war bond for his child by the company. The employee is asked to fill out a coupon giving the names of himself, his wife and baby, with address, date of the child's birth, the hospital and name of attending doctor. The bond is sent to the wife unless otherwise specified. The employee automatically becomes a member of the Ohio Tool Company Three Cornered Pants Club.

Review of Labor Statistics

WEEKLY EARNINGS of wage earners in the twenty-five manufacturing industries regularly studied by THE CONFERENCE BOARD rose to a new peak level in November, when they averaged $49.46. At the same time, hourly earnings returned to the peak reached in September, when they were at the all-time high of $1.080. Despite the increase in weekly earnings, "real" earnings were 0.5% below the June, 1944, peak, since living costs advanced more than earnings during this period.

PAYROLLS OFF SLIGHTLY

Employment, man hours and payrolls were all off slightly in November. The declines were 0.5%, 0.8%, and 0.3%, respectively. Over the year, these indexes declined sharply. Employment dropped 10.6%, man hours 10.4%, and payrolls 7.0%. In November, the average wage earner in these industries worked 45.6 hours at $1.080 an hour to earn $49.46.

A regular revision of the Board's indexes of employment in twenty-five manufacturing industries since January, 1936, and an analysis of trends appears on pages 9-12.

WAGE STABILIZATION

On December 21, the press announced that the public members of the War Labor Board had proposed through a document prepared by George W. Taylor an hourly minimum wage of 55 cents for all industry as a means of correcting substandard wage rates. This proposal has been brought forward in connection with the textile industry wage case now before the board. Comments in the press questioned the sincerity of the WLB's support of the Little Steel formula, inasmuch as it was felt that the adoption of this new minimum wage would do much to collapse the already greatly weakened wage stabilization formula.

The reaction of the press led Chairman William H. Davis to issue a formal statement on December 22, denying that the public members had made such a proposal. "The public members did not 'propose tentatively' a 55-cent minimum rate for the textile cases, or as a general policy," he said. "The Board usually designates one of the public members to put into writing something which will form the basis for discussion of details of the case. This document then is studied and discussed item by item by the Board members. . . . However, it should be emphasized that the document was not a commitment of the public members, even of Dr. Taylor, that such a 55-cent rate was considered proper. . . . Board experience shows that no one of these discussion documents has ever come out of the final discussion in the same form it went in." Whether the document is approved or not, remains to be seen.

Wage-rate Increases and Workers Affected

Source: The Conference Board

Date	25 Manufacturing Industries	
	Wage Earners Affected	Wage-rate Increase
1943		
November	1.4%	5.4%
December	1.4	4.1
1944		
January	0.3	5.9
February	0.9	8.7
March	0.4	6.9
April	0.6	5.7
May	0.4	6 0
June	0.3	7.0
July	0.8	5.3
August	0.4	6.0
September	0.3	5.4
October	0.1	5.3
November	0.4	6.8

Wage increases granted in the basic steel case, through severance pay, shift differentials, etc., were to be approved by the OPA and Economic Stabilization Director Byrnes before they were to take effect. These increases, which might possibly affect the cost of iron and steel and items made from them, and might give grounds for wage-increase demands in other industries, have not as yet been approved.

Also, no further word has come regarding the union demands for the modification of the wage stabilization policy to permit a general wage increase. The War Labor Board declined to make any recommendations in this respect and left all responsibility for any change that might take place to the President. Labor leaders made public demands upon the President for an immediate change.

STRIKES

Although strikes begun in November were fewer than in October—375 compared with 440—the number still remained higher than for the corresponding month of 1943, when 325 strikes were begun. Statistics on the number of workers involved held to the same pattern with 200,000 out in November, a decline of 9.1% from the October figure but a rise of 47.1% over the level of November, 1943. This trend does not hold for man days idle. The November total was up 2.9% from the 690,000 figure for October, but declined sharply from the 2,863,000 man days idle in November, 1943. The tremendous total for November, 1943, reflects the miners' strike, which was in swing that month.

The Montgomery Ward dispute flared up again in December when members of the United Retail, Wholesale and Department Store Employees (CIO) went out on strike in four Michigan retail stores. The strike resulted, according to the union, from the company's failure to put into effect the procedures of maintenance of membership, seniority rights, voluntary checkoff, and retroactive salary increases previously ordered by the War Labor Board. Expressing concern that the strike might result in sympathy strikes in the major war plants in Detroit, the President ordered the Army to again seize Ward properties and to operate the business. This latest move is meeting with company opposition and both sides of the dispute (now the government *vs.* Montgomery Ward) are seeking the decisions of the courts as to the validity of actions already taken.

COST OF LIVING

Living costs of families of wage earners and lower-salaried clerical workers increased 0.4% from mid-November to mid-December. The only appreciable change occurred in the price of foodstuffs, the average increase being 1.0%. Clothing prices and costs of sundries items advanced 0.1%. Rents and fuel and light costs remained unchanged. The increase in food prices was caused chiefly by rises in the prices of eggs and fresh green vegetables.

Over the year, living costs have increased 1.6%. The largest increase, of 4.4%, was in sundries items. The clothing groups showed the next largest change, one of 3.2%. Food costs over the year advanced only 0.3%.

G. Clark Thompson
Division of Labor Statistics

SIGNIFICANT LABOR STATISTICS

Source: THE CONFERENCE BOARD, unless otherwise indicated

Item	Unit	1944						Year Previous	Percentage Change	
		Dec.	Nov.	Oct.	Sept.	Aug.	July		Latest Month over Previous Month	Latest Month over Year Previous
Absence rates in manufacturing (*BLS*)	per 100 employees	....	....	6.2	6.3	6.6	6.4	6.2	−1.6	0
Clerical salary rates										
Billing machine operator	mode in dollars	....	....	25.00	....	....	....	30.00	....	−16.7
Calculating machine or compt'ter operator	mode in dollars	....	....	28.00	....	....	....	28.00	....	0
Office boy or girl	mode in dollars	....	....	20.00	....	....	....	20.00	....	0
Stenographer	mode in dollars	....	....	30.00	....	....	....	30.00	....	0
Telephone switchboard operator	mode in dollars	....	....	30.00	....	....	....	30.00	....	0
Senior copy typist	mode in dollars	....	....	28.00	....	....	....	28.00	....	0
Cost of living, wartime budget										
Food	1923=100	112.2	111.1	111.1	111.5	111.9	111.9	111.9	+1.0	+0.3
Housing	1923=100	91.0	91.0	91.0	90.9	90.9	90.9	90.8	0	+0.2
Clothing	1923=100	94.0	93.9	93.6	93.2	93.0	92.5	91.1	+0.1	+3.2
Men's	1923=100	103.0	102.9	102.4	102.3	102.1	101.9	100.2	+0.1	+2.8
Women's	1923=100	84.9	84.8	84.8	84.0	83.9	83.1	81.9	+0.1	+3.7
Fuel and light	1923=100	95.2	95.2	95.1	95.1	95.1	95.1	94.9	0	+0.3
Electricity	1923=100	66.9	66.9	66.9	66.9	66.9	66.9	67.2	0	−0.4
Gas	1923=100	94.5	94.5	94.5	94.5	94.5	94.5	94.6	0	−0.1
Sundries	1923=100	114.8	114.7	114.2	113.6	113.4	113.3	110.0	+0.1	+4.4
All items	1923=100	105.6	105.2	105.1	105.0	105.1	105.0	103.9	+0.4	+1.6
Purchasing value of dollar	1923 dollars	.947	.951	.951	.952	.951	.952	.962	−0.4	−1.6
All items (*BLS*)	1935–39=100	....	126.5	126.4	126.5	126.4	126.1	124.2	+0.1	+1.9
Employment and unemployment										
Employment over economic labor force	thousands	....	*p* 7,056	*p* 8,322	8,618	8,372	8,471	7,423	−15.2	−4.9
Total employment	thousands	....	*p* 63,425	*p* 64,650	64,904	64,615	64,669	63,282	−1.9	+0.2
Agriculture, forestry, fishing	thousands	....	*p* 10,185	*p* 11,444	11,623	11,006	11,164	10,292	−11.0	−1.0
Total industry	thousands	....	*p* 20,963	*p* 21,149	21,316	21,520	21,379	22,303	−0.9	−6.0
Manufacturing	thousands	....	*p* 14,931	*p* 15,057	15,231	15,369	15,356	16,463	−0.8	−9.3
Trade, service, miscellaneous	thousands	....	*p* 32,278	*p* 32,056	31,964	32,088	32,125	30,687	+0.7	+5.2
Strikes (*BLS*)										
Beginning in period	number	....	*p* 375	440	390	485	470	325	−14.8	+15.4
Workers involved	thousands	....	*p* 200	220	185	190	145	136	−9.1	+47.1
Total man days idle	thousands	....	*p* 710	690	660	935	680	2,863	+2.9	−75.2
Turnover rates in manufactur'g (*BLS*)										
Separations	per 100 employees	....	....	*p* 6.4	*r* 7.6	7.8	6.6	7.0	−15.8	−8.6
Quits	per 100 employees	....	....	*p* 5.0	*r* 6.1	6.2	5.0	5.2	−18.0	−3.8
Miscellaneous	per 100 employees	....	....	*p* .3	.3	.4	.4	.7	0	−57.1
Discharges	per 100 employees	....	....	*p* .6	.6	.7	.7	.6	0	0
Layoffs	per 100 employees	....	....	*p* .5	.6	.5	.5	.5	−16.7	0
Accessions	per 100 employees	....	....	*p* 6.0	*r* 6.1	6.3	6.3	7.2	−1.6	−16.7
Wage earners										
All manufacturing industries (*BLS*)										
Earnings, hourly	average in dollars	....	....	1.031	1.031	1.016	1.018	.988	0	+4.4
weekly	average in dollars	....	....	46.98	46.25	*r* 45.88	45.43	44.86	+1.6	+4.7
Hours per wage earner	average per week	....	....	45.6	44.9	45.2	44.6	45.4	+1.6	+0.4
Twenty-five manufacturing industries										
Earnings, hourly	average in dollars	....	1.080	*r* 1.079	1.080	1.070	1.072	1.041	+0.1	+3.7
weekly	average in dollars	....	49.46	*r* 49.39	49.42	48.98	48.86	47.58	+0.1	+4.0
Hours per wage earner	average per week	....	45.6	*r* 45.7	45.6	45.6	45.4	45.5	−0.2	+0.2
Employment	1923=100	....	137.9	*r* 138.6	*r* 140.4	*r* 141.6	*r* 142.2	154.2	−0.5	−10.6
Total man hours	1923=100	....	127.8	*r* 128.8	*r* 130.2	*r* 131.3	*r* 131.3	142.6	−0.8	−10.4
Payrolls	1923=100	....	256.4	*r* 257.2	*r* 260.7	*r* 260.7	*r* 261.1	275.7	−0.3	−7.0
Wage-rate increases	average per cent	....	6.8	5.3	5.4	6.0	5.3	5.4	....	....
Workers affected	per cent	....	0.4	0.1	0.3	0.4	0.8	1.4	....	....
Manufacture and distribution of gas										
Earnings, hourly	average in dollars	....	....	....	....	....	1.012	.952	....	+6.3
weekly	average in dollars	....	....	....	....	....	46.44	42.02	....	+10.5
Hours per wage earner	average per week	....	....	....	....	....	45.3	43.8	....	+3.4
Generation and distribution of electricity										
Earnings, hourly	average in dollars	....	....	....	....	....	1.136	1.087	....	+4.5
weekly	average in dollars	....	....	....	....	....	51.93	47.87	....	+8.5
Hours per wage earner	average per week	....	....	....	....	....	45.3	43.9	....	+3.2
Class I railroads[1]										
Earnings, hourly	average in dollars	....	....	....	.980	.967	.973	.878	+1.3	+11.6
weekly	average in dollars	....	....	....	51.48	51.71	50.28	46.53	−0.4	+10.6
"Real" weekly earnings	1923=100	....	....	....	165.3	166.0	161.4	152.5	−0.4	+8.4
Hours per wage earner	average per week	....	....	....	52.5	53.5	51.7	53.0	−1.9	−0.9
Agricultural wage rates per month[2] (*BAE*)	average in dollars	....	....	80.50	....	....	81.29	69.11	....	+16.5
With board	average in dollars	....	....	76.40	....	....	77.79	65.22	....	+17.1
Without board	average in dollars	....	....	86.80	....	....	89.54	74.92	....	+15.9
New York City metro. area, eighteen manufacturing industries										
Earnings, hourly	average in dollars	....	1.091	1.091	1.089	1.081	1.080	1.047	0	+4.2
weekly	average in dollars	....	49.53	49.97	49.55	49.62	50.00	47.95	−0.9	+3.3
Hours per wage earner	average per week	....	45.4	45.8	45.5	45.9	46.3	45.8	−0.9	−0.9

*p*Preliminary. [1] Derived from Interstate Commerce Commission reports. [2] As of first day of month. *r*Revised

Chronology of Labor Relations

December

3 *Social Security Costs Announced*

It is announced that from January, 1937, to August, 1944, workers and employers have paid over $6 billion into old-age retirement fund establishment by Social Security Act. Of this, $578 million has been paid out in benefits.

5 *Union Critics Expelled*

WLB's shipbuilding commission rules unanimously that thirty-four employees of Bethlehem-Fairfield Shipyards, Inc., who circulated handbills accusing their union officials of being Communists and were expelled by the union, must be discharged under a maintenance-of-membership provision in the union contract.

8 *Social Security Tax Frozen*

By vote of 47 to 19, the Senate freezes Social Security tax at present 1% for calendar year 1945. This follows similar action by the House, where vote was 262 to 72.

9 *AFL Advocates Severance Pay*

American Federation of Labor suggests that the principle of severance pay to cushion temporary postwar adjustments should be extended to all workers.

10 *Independent Unions Gain Voice on WLB*

War Labor Board grants representation to four independent unions by appointing three standing committees, including members of National Federation of Telephone Workers, Confederated Unions of America, Western Electric Employees' Association and Pacific Coast Firemen, Oilers, Watertenders and Wipers Association.

11 *Steel Companies Appeal*

Seventy-three basic steel companies petition War Labor Board for reconsideration of its order in the steel case, made public November 25, affecting about 400,000 employees.

Veterans' Job Bill Signed

President signs legislation extending from forty to ninety days after discharge the time in which a war veteran may apply for reemployment in his former job.

13 *WLB Rejects Appeal*

War Labor Board rejects petition for reconsideration of its recent award granting various concessions to 400,000 steel workers.

18 *AFL Rebuffs CIO Offer*

Philip Murray, President of CIO, appeals to William Green, President of AFL, for a united front in order "to forge a broad program of action which can be accepted by all members of the American labor movement." Proposal is rejected by AFL on ground that it is not based on the idea of an organic union of the two labor organizations.

Men Quitting War Jobs to be Reported

New York City Selective Service Director asks employers to report to local draft boards or to Selective Service headquarters names of men up to 38 years old who have left their war jobs for unessential jobs in recent months.

Montgomery Ward Refuses Compliance

Montgomery Ward & Company advises WLB that the company cannot "in good citizenship" obey the board's demand that it comply with WLB directives, including acceptance of maintenance-of-membership principle.

19 *Rights of Negroes on Railroads Upheld*

In two unanimous decisions, United States Supreme Court reverses lower court decisions and holds that Negro employees on American railroads are protected by the Railway Labor Act against management-labor pacts seeking to drive them out of their jobs or deny them promotions.

Supreme Court Permits Reversal

United States Supreme Court rules that NLRB can reverse itself after certifying an independent union as an exclusive bargaining agent when company and union have been guilty of unfair labor practices.

20 *Shift from Salary to Hourly Payroll Forbidden*

NLRB holds that transfer of employees from a salaried to an hourly wage basis because they choose a collective bargaining representative is anti-union discrimination.

21 *Portion of Colorado Labor Law Invalidated*

Colorado Supreme Court rules that the two sections of the so-called "labor peace act" of 1943 requiring incorporation of labor unions and making a strike unlawful unless authorized by a majority vote by secret ballot of the union are invalid.

23 *War Powers Invoked in Labor Shortage*

Acting under instructions from Director of War Mobilization, WPB issues regulation providing for withdrawal or modification of priority ratings or allocations of materials held by any employer who fails to comply with an employment ceiling or hiring regulation established by War Manpower Commission.

25 *Small Loss in Union "Escape" Period*

According to study of Bureau of Labor Statistics, losses to unions through withdrawal of members during escape period prior to effectiveness of maintenance - of - membership provision have been negligible. In 21 plants with union membership of about 75,000, only 395 members withdrew during the escape period.

26 *Strike-fine Delinquents to be Expelled*

United Rubber Workers of America announce that those delinquent in paying a union-imposed fine of $12.50 for participating in an unauthorized strike will be expelled from the union.

Pay Raised to Recruit Labor

War Labor Board adopts resolution providing for increases up to 10¢ an hour above established approvable wage rates for foundries and forge shops to help recruiting for these war-important plants.

27 *Montgomery Ward Again Seized*

Following refusal of Montgomery Ward & Company to follow recommendation of War Labor Board, the President orders that the firm's properties be seized and operated by the War Department.

30 *Veterans Favor Independent Business*

Surveys covering 20,000 enlisted men made by the Information and Education Division of the Army Service Forces indicate that around 11% of the men covered have already made fairly definite plans to establish businesses of their own in the postwar period. About 50% of these favor retail trade, 25% plan to establish service types of business and the remainder plan small manufacturing plants.

Steel Wage Adjustments Approved

Director of Stabilization approves wage adjustments ordered by the War Labor Board affecting about 400,000 members of the CIO United Steelworkers employed by 86 steel companies.

Payroll Statistics in Manufacturing

AVERAGE WEEKLY earnings of wage earners in the twenty-five manufacturing industries surveyed each month by THE CONFERENCE BOARD rose to a new peak level in November.

Average hourly earnings also advanced in November and returned to the peak level previously established in September. Hours worked, employment, man hours and payrolls declined. "Real" weekly earnings were also reduced.

Although reported wage-rate increases granted were very small, they averaged higher for all wage earners than in any month since July of this year. They amounted to 6.8%, and were granted to 0.4% of the workers in the twenty-five industries. They averaged 0.03% for all workers. While increases were reported in sixteen of the individual industries, only those in northern cotton, book and job printing and machines and machine tools averaged more than 0.1% for all wage earners. The largest increase was 6.8% granted to 5.8% of the workers in machine and machine tool manufacturing, or an average increase of 0.4% for all workers.

EARNINGS AND HOURS

Average hourly earnings of wage earners in these industries increased 0.1% in November—enough to offset the October decline. Despite fewer working hours, these earnings again reached the September peak level of $1.080, largely because work on Thanksgiving Day was compensated at premium rates. The November average was 42.3% above the January, 1941, level and 50.0% higher than in August, 1939.

Weekly earnings rose 0.1% to a new peak level of $49.46. Since January, 1941, they have increased $18.85, or 61.6%, and since August, 1939, the advance has been $22.17, or 81.2%. Because living costs (figured on the basis of prewar budgets) rose 0.3% from October to November and dollar weekly earnings increased only 0.1%, "real" weekly earnings, or the purchasing value of dollar weekly earnings declined 0.2%. At 176.5 (1923=100), they were lower than in the peak months of June and September, but were higher

EARNINGS AND HOURS, ALL WAGE EARNERS, NOVEMBER, 1944

NOTE: *Hourly earnings are not wage rates, because they include overtime and other monetary compensation*

INDUSTRY	Average Earnings				Average Hours per Week per Wage Earner			
	Hourly		Weekly		Actual		Nominal	
	Nov.	Oct.	Nov.	Oct.	Nov.	Oct.	Nov.	Oct.
Agricultural implement	$1.148	$1.155	$53.94	$54.34	47.0	47.1	47.3	47.3
Automobile[1]	1.315	1.305	58.24	57.91*r*	44.3	44.4*r*	43.1	43.3
Boot and shoe	.758	.758	31.83	32.11	42.0	42.4	44.5	44.7
Chemical	1.092	1.087	49.64	49.38	45.4	45.4	46.0	46.0
Rayon producing[2]	.905	.905*r*	38.21	38.19	42.2	42.2	45.9	45.9
Cotton—North	.785	.788	33.99	35.34	43.3	44.9	43.0	43.6
Electrical manufacturing[3]	1.145	1.145	52.63	52.87	46.0	46.2	42.4	42.4
Furniture[4]	1.020	1.019	47.35	46.65	46.4	45.8	45.9	45.9
Hosiery and knit goods	.832	.839*r*	34.38	34.82*r*	41.3	41.5*r*	41.5	41.5
Iron and steel[5]	1.202	1.183	57.34	54.79	47.7	46.3	43.0	43.1
Leather tanning and finishing	.919	.923	41.82	42.30	45.5	45.8	44.5	44.4
Lumber and millwork	1.098	1.099	50.69	50.13	46.2	45.6	47.2	47.0
Meat packing	.927	.915	47.09	44.54	50.8	48.7	41.4	41.5
Paint and varnish	1.019	1.022	49.05	49.35	48.1	48.3	44.6	44.6
Paper and pulp	.911	.914	44.57	45.20	49.0	49.5	44.6	44.6
Paper products	.863	.865	37.60	37.49	43.6	43.3	43.2	43.0
Printing—book and job	1.089	1.086	47.26	46.96	43.4	43.3	41.5	41.4
Printing—news and magazine	1.161	1.163	47.87	48.51	41.2	41.7	40.8	40.8
Rubber	1.230	1.225	58.06	57.16	47.2	46.6	46.9	46.9
1. Rubber tires and tubes	1.345	1.334	63.86	61.99	47.5	46.5	46.7	46.7
2. Other rubber products	1.039	1.051	48.61	49.30	46.8	46.9	47.1	47.3
Silk and rayon	.801	.796	34.86	35.49	43.5	44.6	42.2	42.3
Wool	.922	.925	39.53	40.34	42.9	43.6	42.9	42.6
1. Woolen and worsted goods	.898	.905	38.09	39.30	42.4	43.4	42.4	42.3
2. Other woolen products[6]	.958	.957	41.76	41.93	43.6	43.8	43.6	43.0
Foundries and machine shops	1.206	1.211*r*	57.08	57.75*r*	47.3	47.7*r*	45.5	45.8
1. Foundries	1.147	1.144	54.40	53.98	47.4	47.2	44.1	44.1
2. Machines and machine tools	1.169	1.161	56.88	56.69	48.7	48.8	47.1	47.1
3. Heavy equipment	1.324	1.349*r*	61.83	64.45*r*	46.7	47.8*r*	46.1	46.1
4. Hardware and small parts	1.131	1.122	53.55	53.14	47.3	47.4	43.9	43.9
5. Other products	1.175	1.175	55.46	55.73	47.2	47.4	46.1	46.1
25 INDUSTRIES	$1.080	$1.079*r*	$49.46	$49.39*r*	45.6	45.7*r*	44.2	44.3
Cement	$ .896	$ .905	$39.26	$41.25	43.8	45.6	44.8	44.7
Petroleum refining	1.292	1.300	60.10	62.50	46.5	48.1	43.7	43.7
27 INDUSTRIES	$1.081	$1.080	$49.52	$49.50*r*	45.6	45.7	44.2	44.3
Aircraft	$1.201	$1.199	$55.05	$55.09	45.8	45.9	48.3	48.3
Shipbuilding	1.413	1.380*r*	67.70	65.80*r*	47.9	47.7*r*	48.5	48.6

See footnotes on page 20.

EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, ALL WAGE EARNERS, 25 MANUFACTURING INDUSTRIES

NOTE: *Hourly earnings are not wage rates, because they include overtime and other monetary compensation*

Date		Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Nominal Hours per Week per Wage Earner	Index Numbers, 1923=100							
						Hourly Earnings		Weekly Earnings		Actual Hours per Week per Wage Earner	Employment*b*	Total Man Hours*b*	Payrolls*b*
						Actual	Real *a*	Actual	Real *a*				
1943	November	$1.041	$47.58	45.5	43.6	192.4	185.9	178.8	172.8	92.5	154.2	142.6	275.7
	December	1.045	47.15	45.1	43.7	193.2	185.9	177.2	170.5	91.7	154.0	141.2	272.9
1944	January	1.046	47.56	45.2	43.7	193.3	186.0	178.7	172.0	91.9	152.5	140.1	272.5
	February	1.048	48.15	45.7	43.9	193.7	187.1	180.9	174.8	92.9	152.3	141.5	275.5
	March	1.053	48.41	45.8	44.0	194.6	187.8	181.9	175.6	93.1	151.0	140.6	274.7
	April	1.057	48.09	45.2	44.0	195.4	187.5	180.7	173.4	91.9	148.3	136.3	268.0
	May	1.062	48.46	45.5	44.1	196.3	187.7	182.1	174.1	92.5	145.0	134.1	264.0
	June	1.069	49.30	45.9	44.2	197.6	189.1	185.3	177.3	93.3	143.6	134.0	266.1
	July	1.072	48.86	45.4	44.3	198.2	188.8	183.6	174.9	92.3	142.2	131.3	261.1
	August	1.070	48.98	45.6	44.3	197.8	188.4	184.1	175.3	92.7	141.6	131.3	260.7
	September	1.080	49.42	45.6	44.4	199.6	190.1	185.7	176.9	92.7	140.4	130.2	260.7
	October	1.079*r*	49.39*r*	45.7*r*	44.3	199.4*r*	189.9*r*	185.6*r*	176.8*r*	92.9*r*	138.6	128.8	257.2
	November	1.080	49.46	45.6	44.2	199.6	189.6	185.9	176.5	92.7	137.9	127.8	256.4

*r*Revised.

than in any other month. They have advanced 32.0% from the January, 1941, level and 44.6% since August, 1939.

The number of hours worked in one week was reduced 0.1 hour, or 0.2%, in November. The November average of 45.6 hours was also lower than the weekly averages of February, March and June of this year, but was higher than during any other month since April, 1930. The increase from January, 1941, was 5.4 hours, or 13.4%, and from August, 1939, it was 7.7 hours, or 20.3%.

The nominal week, or scheduled number of hours of work, also declined slightly in November. At 44.2 hours a week, nominal hours were lower than in July, August, September, and October of this year, but were equal to those in June and higher than in any other months since these data were first collected in 1937.

Total man hours worked declined 0.8% in November. At 127.8 (1923=100), man hours exceeded those of every month before October, 1942, but were lower than in that month and all subsequent months. Man hours in November were 39.7% above those in January, 1941, and 94.2% more than in August, 1939.

The number of wage earners employed

EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, ALL WAGE EARNERS, NOVEMBER, 1944

Index Numbers, 1923=100

NOTE: *Hourly earnings are not wage rates, because they include overtime and other monetary compensation*

INDUSTRY	Average Earnings						Employment*b*		Total Man Hours Worked*b*		Payrolls*b*	
	Hourly, Actual		Weekly									
			Actual		Real *a*							
	Nov.	Oct.	Nov.	Oct.	Nov.	Oct.	Nov.	Oct.	Nov.	Oct.	Nov.	Oct.
Agricultural implement	206.5	207.7	196.1	197.5	186.2	188.1	194.1	195.1	184.2	185.7	380.6	385.3
Automobile[1]	208.1	206.5	193.2	192.1*r*	183.5	183.0*r*	163.2*c*	166.6*r*	151.6*c*	155.1*r*	315.3*c*	320.0*r*
Boot and shoe	153.1	153.1	140.8	142.1	133.7	135.3	89.3	88.7	82.2	82.5	125.7	126.0
Chemical	214.5	213.6	189.5	188.5	180.0	179.5	186.7	183.4	164.7	161.8	353.8	345.7
Cotton—North	176.4	177.1	160.0	166.4	151.9	158.5	36.5	36.7	33.1	34.5	58.4	61.1
Electrical manufacturing[3]	201.6	201.6	194.3	195.2	184.5	185.9	269.5*c*	273.2*c*	259.3*c*	264.2*c*	523.6*c*	533.3*c*
Furniture[4]	197.3	197.1	189.9	187.0	180.3	178.1	134.8	134.6	129.8	127.9	256.0	251.7
Hosiery and knit goods	217.8	219.6*r*	194.6	197.1*r*	184.8	187.7*r*	75.4	75.1*r*	67.3	67.3*r*	146.7	148.0*r*
Iron and steel[5]	201.7	198.5	167.6	160.1	159.2	152.5	116.1	116.1	96.0	93.1	194.6	185.9
Leather tanning and finishing	189.1	189.9	180.6	182.6	171.5	173.9	72.5	72.3	69.3	69.6	130.9	132.0
Lumber and millwork	232.1	232.3	216.4	214.0	205.5	203.8	49.0	49.2	45.7	45.4	106.0	105.5
Meat packing	196.0	193.4	200.0	189.2	189.9	180.2	108.3	108.1	110.7	105.9	216.6	204.5
Paint and varnish	180.7	181.2	179.3	180.4	170.3	171.8	134.4	134.9	133.1	134.1	241.0	243.4
Paper and pulp	180.8	181.3	170.9	173.3	162.3	165.0	117.2	116.8	110.9	111.7	200.3	202.4
Paper products	189.3	189.7	172.6	172.1	163.9	163.9	168.6	167.9	154.4	152.9	291.0	289.1
Printing—book and job	166.8	166.3	157.8	156.8	149.9	149.3	119.0	119.0	112.6	112.2	187.8	186.6
Printing—news and magazine	167.5	167.8	153.3	155.3	145.6	147.9	102.1	101.7	93.5	94.3	156.5	157.9
Rubber	196.5	195.7	207.1	203.9	196.7	194.2	137.7	137.6	145.1	143.1	285.2	280.6
Silk and rayon	161.5	160.5	151.4	154.1	143.8	146.8	89.7	90.0	83.9	86.3	135.8	138.7
Wool	182.6	183.2	164.9	168.3	156.6	160.3	68.2	68.3	61.6	62.7	112.5	114.9
Foundries and machine shops	210.5	211.3*r*	201.2	203.6*r*	191.1	193.9*r*	209.9	211.7	200.2	203.7	422.3	431.0
1. Foundries	194.4	193.9	183.7	182.3	174.5	173.6	184.2	186.4	173.9	175.2	338.4	339.8
2. Machines and machine tools	212.9	211.5	208.4	207.7	197.9	197.8	199.1*c*	203.8*c*	194.7*c*	199.7*c*	414.9*c*	423.3*c*
3. Heavy equipment	197.6	201.3*r*	187.3	195.2*r*	177.9	185.9*r*	188.1*c*	187.7*c*	178.1*c*	182.1*c*	352.3*c*	366.4*c*
4. Hardware and small parts	220.9	219.1	215.8	214.2	204.9	204.0	170.3	172.4	166.0	168.4	367.5	369.3
5. Other products	209.8	209.8	202.9	203.9	192.7	194.2	230.7	232.6	223.1	225.9	468.1	474.3
25 INDUSTRIES	199.6	199.4*r*	185.9	185.6*r*	176.5	176.8*r*	137.9	138.6	127.8	128.8	256.4	257.2

NOTE: No basic 1923 data are available, hence no indexes are given for the following: Rayon producing, rubber tires and tubes, other rubber products, woolen and worsted goods other woolen products, cement, petroleum refining, "27 Industries," aircraft and shipbuilding.

See footnotes on page 20.

EARNINGS AND HOURS, MALE AND FEMALE WAGE EARNERS, NOVEMBER, 1944

NOTE: *Hourly earnings are not wage rates, because they include overtime and other monetary compensation*

Industry	All Male						Female					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	Nov.	Oct.	Nov.	Oct.	Nov.	Oct.	Nov.	Oct.	Nov.	Oct.	Nov.	Oct.
Agricultural implement	$1.171	$1.177	$55.37	$55.74	47.3	47.3	$ .960	$ .968	$42.84	$43.38	44.6	44.8
Automobile[1]	1.385	1.370	61.65	61.33r	44.5	44.8r	1.119	1.119	48.97	48.53r	43.8	43.4r
Boot and shoe	.911	.911	39.63	40.03	43.5	43.9	.636	.635	25.97	26.12	40.8	41.2
Chemical	1.185	1.180	54.87	54.72	46.3	46.4	.768	.764	32.76	32.41	42.6	42.4
Rayon producing[2]	1.010	1.012r	44.47	44.40r	44.0	43.9r	.715	.708r	28.17	27.95	39.4	39.5r
Cotton—North	.860	.865	40.03	41.66	46.5	48.2	.689	.688	27.37	28.37	39.7	41.2
Electrical manufacturing[3]	1.299	1.302	61.66	62.26	47.5	47.8	.903	.898	39.52	39.29	43.7	43.7
Furniture[4]	1.073	1.076	50.39	50.30	47.0	46.8	.906	.892	41.00	39.08	45.3	43.8
Hosiery and knit goods	1.130	1.136r	50.88	51.05r	45.0	44.9r	.710	.716r	28.35	28.81r	40.0	40.2r
Iron and steel[5]	1.222	1.203	58.67	56.13	48.0	46.7	.933	.929	41.08	38.76	44.0	41.7
Leather tanning and finishing	.941	.945	43.77	44.19	46.5	46.8	.795	.793	31.98	32.40	40.2	40.9
Lumber and millwork	1.122	1.121	51.95	51.42	46.3	45.9	.833	.838	37.15	35.73	44.6	42.6
Meat packing	.980	.964	51.58	48.61	52.6	50.5	.717	.720	32.02	30.67	44.7	42.6
Paint and varnish	1.048	1.051	51.00	51.41	48.7	48.9	.812	.813	36.23	35.92	44.6	44.2
Paper and pulp	.939	.943	46.77	47.44	49.8	50.3	.671	.670	28.64	29.06	42.7	43.4
Paper products	.996	.999	45.21	45.15	45.4	45.2	.662	.665	27.19	27.12	41.1	40.8
Printing—book and job	1.327	1.322	58.26	58.64	43.9	44.4	.679	.664	28.92	27.48	42.6	41.4
Printing—news and magazine	1.269	1.272	52.42	53.26	41.3	41.9	.743	.735	30.38	30.29	40.9	41.2
Rubber	1.366	1.361	66.94	65.89	49.0	48.4	.893	.891	38.68	38.15	43.3	42.8
1. Rubber tires and tubes	1.439	1.428	70.39	68.38	48.9	47.9	1.008	.998	43.37	41.99	43.0	42.1
2. Other rubber products	1.207	1.221	59.42	60.46	49.2	49.5	.790	.797	34.41	34.67	43.5	43.5
Silk and rayon	.893	.887	42.02	42.18	47.0	47.6	.656	.658	25.57	26.72	39.0	40.6
Wool	.989	.992	44.34	45.35	44.8	45.7	.809	.812	32.35	32.84	40.0	40.4
1. Woolen and worsted goods	.957	.964	42.54	44.17	44.4	45.8	.810	.815	32.18	32.84	39.7	40.3
2. Other woolen products[6]	1.031	1.032	46.78	46.97	45.4	45.5	.808	.807	32.65	32.85	40.4	40.7
Foundries and machine shops	1.266	1.271r	60.98	61.77r	48.2	48.6r	.963	.963	42.39	42.69r	44.0	44.3
1. Foundries	1.170	1.167	56.28	55.77	48.1	47.8	.912	.909	37.72	37.86	41.4	41.7
2. Machines and machine tools	1.229	1.223	61.27	61.23	49.9	50.0	.903	.893	39.65	39.45	43.9	44.2
3. Heavy equipment	1.360	1.384r	63.98	66.40r	47.0	48.0r	1.026	1.049r	45.21	48.51r	44.1	46.3r
4. Hardware and small parts	1.216	1.207	59.30	59.11	48.8	49.0	.898	.888	39.29	38.51	43.7	43.4
5. Other products	1.243	1.242	60.06	60.46	48.3	48.7	.986	.988	43.75	43.80	44.4	44.3
25 INDUSTRIES	$1.179	$1.177	$55.32	$55.26r	46.9	47.0r	$ .766	$ .766	$31.78	$31.99r	41.3	41.6
Cement	$ .896	$ .905	$39.26	$41.25	43.8	45.6	....	....	....	....	....	....
Petroleum refining	1.292	1.300	60.10	62.50	46.5	48.1	....	....	....	....	....	....
27 INDUSTRIES	$1.179	$1.177r	$55.26	$55.25r	46.9	47.0r	....	....	....	....	....	....
Aircraft	$1.313	$1.311	$62.12	$62.86	47.3	47.9	$1.039	$1.035	$45.55	$44.80	43.9	43.3
Shipbuilding	1.433	1.402r	68.90	67.06r	48.1	47.8r	1.146	1.087r	52.58	49.76r	45.9	45.8r

See footnotes on page 20.

in the twenty-five manufacturing industries was reduced in November for the twelfth consecutive month. A decline of 0.5% from October to November reduced the index to 137.9 (1923=100), a level which was below those of June, 1942, and subsequent months, but higher than for any month before then. Rises in employment have amounted to 23.1% since January, 1941, and 61.3% since August, 1939.

Total payrolls declined 0.3% in November to a level of 256.4 (1923=100), which was higher than in March, 1943, and previous months, but lower than for any month subsequent to that date. November payrolls were 99.1% higher than in January, 1941, and 192.4% more than in August, 1939.

OTHER INDUSTRIES

Shorter working hours with smaller premium overtime payments in November were largely responsible for reduced hourly earnings in the cement industry. This was true of both groups of workers as well as for all wage earners combined. As a result, average weekly earnings of all wage earners declined 4.8% and averaged only $39.26, which was less than during any month from July through October.

In the petroleum industry, increased employment, especially among the lower-paid unskilled male workers, and shorter hours worked by skilled male workers, contributed toward an 0.6% reduction in November in the average hourly earnings of all wage earners. Because of the lower hourly earnings and hours, average weekly earnings also declined. They averaged $60.10 in November, or 3.8% less than in October. They were also lower than in July and September of this year, but were higher than during any other month. Since November, 1943, weekly earnings in the petroleum industry have advanced 6.5%.

Longer hours and higher hourly and weekly earnings in shipyards than in aircraft factories continued to prevail in November. In aircraft factories, greater reductions in employment among the lower-paid female and unskilled male workers than among the higher-paid semi-skilled and skilled male workers resulted in an increase of 0.2% in the average hourly earnings of all workers despite a decline of 0.2% in the average number of hours worked in one week. Weekly earnings declined 0.1% to $55.05.

In shipyards, employment was curtailed 2.5% in November. Reductions made in each of the major groups of workers contributed toward rises in the hourly earnings of each category. Longer working hours served to increase the premium overtime payments and also average hourly earnings. Average weekly earnings rose 2.9% to $67.70.

EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE WAGE EARNERS, NOVEMBER, 1944

NOTE: *Hourly earnings are not wage rates, because they include overtime and other monetary compensation*

INDUSTRY	UNSKILLED						SKILLED AND SEMI-SKILLED					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	Nov.	Oct.	Nov.	Oct.	Nov.	Oct.	Nov.	Oct.	Nov.	Oct.	Nov.	Oct.
Agricultural implement	$ .960	$ .967	$44.99	$46.17	46.9	47.7	$1.202	$1.208	$56.93	$57.15	47.4	47.3
Automobile[1]	1.117	1.115	48.09	48.56r	43.0	43.5r	1.420	1.402	63.47	62.98r	44.7	44.9r
Boot and shoe	.474	.473	21.20	21.22	44.7	44.9	.932	.933	40.52	40.94	43.5	43.9
Chemical	.964	.961	44.77	45.11	46.4	47.0	1.245	1.242	57.61	57.36	46.3	46.2
Rayon producing[2]	.801	.807r	33.19	34.13r	41.4	42.3r	1.037	1.038r	45.98	45.74r	44.4	44.1r
Cotton—North	.762	.762	36.32	36.39	47.7	47.8	.910	.914	41.84	44.18	46.0	48.3
Electrical manufacturing[3]	.926	.917	42.24	42.42	45.6	46.3	1.348	1.353	64.34	64.97	47.7	48.0
Furniture[4]	.893	.894	39.90	40.95	44.7	45.8	1.107	1.111	52.52	52.15	47.4	46.9
Hosiery and knit goods	.763	.776	35.89	36.25r	47.0	46.7r	1.165	1.172r	52.26	52.45r	44.9	44.8r
Iron and steel[5]	.939	.920	43.19	41.83	46.0	45.5	1.273	1.254	61.60	58.82	48.4	46.9
Leather tanning and finishing	.720	.718	33.08	33.34	45.9	46.4	1.001	1.009	46.76	47.29	46.7	46.9
Lumber and millwork	.806	.804	36.38	35.94	45.1	44.7	1.216	1.215	56.74	56.19	46.7	46.3
Meat packing	.801	.790	41.61	39.58	51.9	50.1	1.057	1.038	55.92	52.52	52.9	50.6
Paint and varnish	.851	.854	42.11	42.73	49.5	50.0	1.134	1.135	54.80	55.01	48.3	48.5
Paper and pulp	.767	.771	36.02	37.31	47.0	48.4	1.005	1.009	51.24	51.54	51.0	51.1
Paper products	.762	.758	30.75	30.12	40.4	39.7	1.095	1.103	52.50	52.96	47.9	48.0
Printing—book and job	.873	.872	37.94	38.08	43.5	43.7	1.415	1.411	62.24	62.80	44.0	44.5
Printing—news and magazine	.816	.815	30.70	31.46	37.6	38.6	1.385	1.391	58.70	59.55	42.4	42.8
Rubber	1.062	1.055	51.93	50.32	48.9	47.7	1.374	1.370	67.36	66.32	49.0	48.4
1. Rubber tires and tubes	1.104	1.095	53.88	52.12	48.8	47.6	1.450	1.440	70.95	68.93	48.9	47.9
2. Other rubber products	.770	.770	38.18	37.41	49.6	48.6	1.214	1.227	59.74	60.81	49.2	49.5
Wool	.807	.810	34.77	35.91	43.1	44.3	1.071	1.074	48.89	49.77	45.7	46.3
1. Woolen and worsted goods	.814	.822	34.18	35.87	42.0	43.6	1.043	1.049	48.01	49.54	46.0	47.2
2. Other woolen products[6]	.792	.782	36.21	36.00	45.7	46.0	1.101	1.102	49.83	50.00	45.3	45.4
Foundries and machine shops	.992	.994r	47.44	47.77r	47.8	48.1r	1.305	1.311r	62.96	63.82r	48.2	48.7r
1. Foundries	.950	.948	44.92	44.78	47.3	47.2	1.226	1.223	59.28	58.68	48.3	48.0
2. Machines and machine tools	1.051	1.043	52.01	52.66	49.5	50.5	1.255	1.250	62.66	62.50	49.9	50.0
3. Heavy equipment	1.004	.999r	47.76	47.17r	47.5	47.2r	1.402	1.429r	65.87	68.68r	47.0	48.1r
4. Hardware and small parts	.949	.952	46.36	46.66	48.8	49.0	1.272	1.261	62.06	61.78	48.8	49.0
5. Other products	.996	1.010	46.69	47.99	46.9	47.5	1.272	1.270	61.68	61.97	48.5	48.8
24 INDUSTRIES[7]	$ .901	$ .899	$41.58	$41.58r	46.1	46.3r	$1.243	$1.241r	$58.52	$58.45r	47.1	47.1
Cement	$ .772	$ .777	$33.08	$33.98	42.8	43.7	$ .910	$ .920	$39.96	$42.14	43.9	45.8
Petroleum refining	.970	.976	43.39	43.65	44.7	44.7	1.325	1.332	61.92	64.52	46.7	48.4
26 INDUSTRIES[7]	$ .901	$ .898	$41.52	$41.54r	46.1	46.2	$1.242	$1.240r	$58.43	$58.42r	47.1	47.1
Aircraft	$1.128	$1.114	$50.35	$49.58	44.6	44.5	$1.323	$1.322	$62.83	$63.66	47.5	48.1
Shipbuilding	1.010	.988r	47.35	46.04r	46.9	46.6r	1.472	1.441r	70.96	69.14r	48.2	48.0r

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

[1] Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD.

[2] Based on data collected by the Textile Economics Bureau, Inc. and THE CONFERENCE BOARD.

[3] Revised series; data from July, 1939 available upon request.

[4] Includes wood, metal, and upholstered household and office furniture.

[5] Based on data collected by the American Iron and Steel Institute and THE CONFERENCE BOARD. Beginning January, 1944, average weekly earnings and average hours per week are derived from the average number of wage earners and are not strictly comparable with those for previous months which were derived from the total number of wage earners in one week.

[6] Principally rugs.

[7] Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.

*a*Indexes of "real" earnings are based upon THE CONFERENCE BOARD'S indexes of the cost of living in the United States on prewar budgets.

*b*Revised indexes. Employment is adjusted to the levels of the 1939 Census of Manufactures; data from January, 1936, to date appear on pages 10 and 11. Revised indexes of total man hours and payrolls back to 1936 will be published in subsequent issues.

*c*Not published from January, 1942, through May, 1944. Indexes for the intervening period available on request. This step is consistent with security policies now in effect for Federal Government agencies.

*r*Revised.

LABOR STATISTICS

Hourly earnings rose 0.1% in November to $1.080. They were 3.7% more than in November, 1943, and 83.1% higher than in 1929.

Weekly earnings, at $49.46 in November, were 0.1% higher than in October, 4.0% above those a year before and 73.2% greater than the 1929 average.

"Real" weekly earnings, or dollar weekly earnings adjusted for changes in living costs, declined 0.2% in November. They were 2.1% more than in November, 1943, and 64.6% higher than in 1929.

Hours per week were curtailed 0.2% in November. The average, 45.6, was up 0.1 hour, or 0.2%, from that of the previous November but remained 2.7 hours, or 5.6%, less than in 1929.

Employment was reduced 0.5% in November. It was 10.6% below November, 1943, but 36.5% more than in 1929.

Man hours declined 0.8% to 127.8 (1923=100) in November and were 10.4% below those of November, 1943.

Payrolls fell off 0.3% to 256.4 (1923=100) in November. As compared with payrolls in November, 1943, they have declined 7.0%, but they have increased 136.5% from payrolls in 1929.

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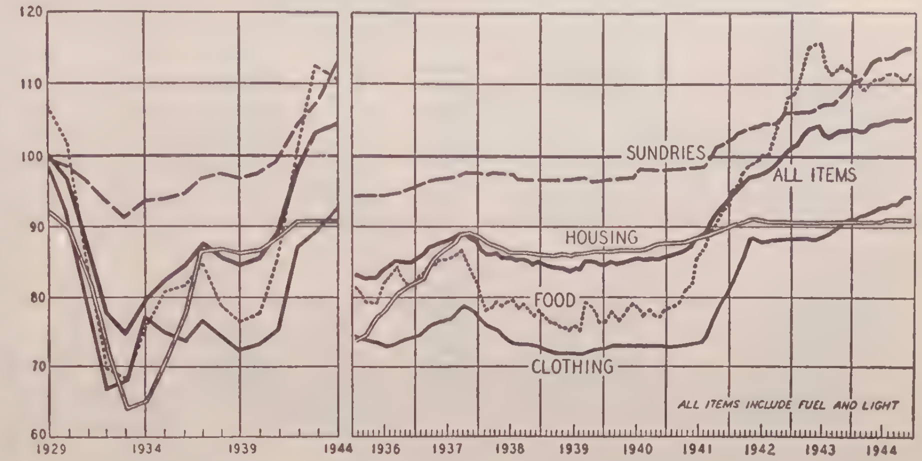
Cost of Living in December



Cost of Living in the United States
Source: The Conference Board
Index Numbers, 1923=100

DECEMBER living costs of wage earners' families in the United States rose 0.4%. The Conference Board's index on a wartime basis increased from 105.2 (1923=100) in November to 105.6 in December, or 1.6% above a year ago, and 22.8% more than in January, 1941, base date of the Little Steel formula.

Food costs advanced 1.0% over the month, reflecting further rises in eggs and fresh green vegetables, while clothing prices and items of the sundries group each rose fractionally. Rents were not surveyed in December and the level of fuel and light was unchanged.

The purchasing value of the 1923 dollar declined to 94.7 cents in December compared to 95.1 cents in November.

FOOD PRICES IN 1944

Annual averages for the years 1943 and 1944 are published this month with the United States cost of living tables (wartime budgets). These indicate that all major components of the index, with the exception of food costs, attained higher levels in 1944 than in the preceding year. The average of food prices was 1.5% less in 1944 than in 1943. Electricity and gas prices were also lower on the average during 1944, but such decreases were canceled by gains in the cost of other fuels included in the fuel and light group.

INDIVIDUAL CITIES

Cost of living indexes in December are published for sixty-four industrial cities. In all but six of these cities, such costs rose from November to December. The more important of these, 0.6% or more, occurred in the following cities: Atlanta, Birmingham, Cincinnati, Dallas, Denver, Lansing, Memphis, Newark, New York, Parkersburg, Philadelphia, Pittsburgh, Richmond, Toledo, Trenton and Wilmington (Delaware). Only three decreases were recorded from November to December. The largest, 0.5%, took place in Sacramento, the result of a substantial decline in the food level of that city, owing in part to reduced prices of oranges. Three cities registered no monthly change: Detroit, Omaha and San Francisco-Oakland.

Between December, 1943, and December, 1944, sixty of the sixty-four cities registered rises, ranging from 0.1% in Parkersburg and St. Louis to 4.6% in Toledo. In Wilmington (Delaware), no change occurred, while in Buffalo and Syracuse there were declines of 0.2%, and in Newark of 1.3%.

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COST OF LIVING ON WARTIME BUDGETS IN THE UNITED STATES, AND PURCHASING VALUE OF THE DOLLAR

Date	Weighted Average of All Items	Food	Housing[1]	Clothing			Fuel and Light			Sundries	Purchasing Value of Dollar
				Total	Men's	Women's	Total[2]	Electricity	Gas		
Index Numbers, 1923=100											
1943 December	103.9	111.9a	90.8	91.1	100.2	81.9	94.9	67.2	94.6	110.0	96.2
Annual Average	*103.3*	*112.6*	*90.8*	*89.3*	*98.8*	*79.8*	*92.7*	*67.3*	*94.8*	*107.4*	*96.8*
1944 January	103.9	111.1	90.8	91.2	100.4	82.0	95.1	67.0	94.6	110.5	96.2
February	103.4	109.6	90.8	91.6	101.0	82.1	96.0	67.0	94.6	110.6	96.7
March	103.4	109.2	90.8	91.7	101.2	82.2	95.3	67.0	94.6	111.5	96.7
April	104.1	110.1	90.8	91.9	101.6	82.2	95.3	67.0	94.6	112.8	96.1
May	104.4	110.7	90.8	92.3	101.8	82.8	95.3	67.0	94.6	113.2	95.8
June	104.4	110.6	90.8	92.5	101.8	83.1	95.1	67.0	94.6	113.3	95.8
July	105.0	111.9	90.9	92.5	101.9	83.1	95.1	66.9	94.5	113.3	95.2
August	105.1	111.9	90.9	93.0	102.1	83.9	95.1	66.9	94.5	113.4	95.1
September	105.0	111.5	90.9	93.2	102.3	84.0	95.1	66.9	94.5	113.6	95.2
October	105.1	111.1	91.0	93.6	102.4	84.8	95.1	66.9	94.5	114.2	95.1
November	105.2	111.1b	91.0	93.9	102.9	84.8	95.2	66.9	94.5	114.7	95.1
December	105.6	112.2c	91.0	94.0	103.0	84.9	95.2	66.9	94.5	114.8	94.7
Annual Average	*104.6*	*110.9*	*90.9*	*92.6*	*101.9*	*83.3*	*95.2*	*67.0*	*94.6*	*113.0*	*95.6*
Percentage Changes											
Nov. 1944 to Dec. 1944	+0.4	+1.0	0	+0.1	+0.1	+0.1	0	0	0	+0.1	−0.4
Dec. 1943 to Dec. 1944	+1.6	−0.3	+0.2	+3.2	+2.8	+3.7	+0.3	−0.4	−0.1	+4.4	−1.6

[1] Since October, 1943: data on housing collected quarterly, January 15, April 15, July 15, and October 15. It is assumed that no change has occurred since October, 1944.

[2] Includes fuel as well as electricity and gas.

[a] Based on food price indexes of The Conference Board for December 15, 1943.

[b] Based on food price indexes for November 15, 1944.

[c] Based on food price indexes for December 14, 1944.

COST OF LIVING IN 60 CITIES—WARTIME BUDGETS

Source: The Conference Board

Note: *These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.*

City	Index Numbers Jan., 1939 = 100			Percentage Changes	
	Dec. 1944	Nov. 1944	Dec. 1943	Nov. 1944 to Dec. 1944	Dec. 1943 to Dec. 1944
Akron					
Food	146.5	145.5	148.8	+0.7	−1.5
Housing[1]	113.8	113.8	113.7	0	+0.1
Clothing	128.6	128.9	123.8	−0.2	+3.9
Fuel and light	112.5	112.5	110.7	0	+1.6
Housefurnishings	119.2	119.0r	118.4	+0.2	+0.7
Sundries	119.3	119.3	115.9	0	+2.9
Weighted Total	126.7	126.4r	125.7	+0.2	+0.8
Atlanta					
Food	152.4	150.4	149.2	+1.3	+2.1
Housing[1]	99.2	99.2	99.2	0	0
Clothing	129.1	129.5	124.8	−0.3	+3.4
Fuel and light	113.1	113.1	112.2	0	+0.8
Housefurnishings	127.2	124.9	117.9	+1.8	+7.9
Sundries	118.0	118.0r	113.6	0	+3.9
Weighted Total	126.5	125.8	123.3	+0.6	+2.6
Baltimore					
Food	151.6	150.5	149.6	+0.7	+1.3
Housing[1]	103.2	103.2	103.2	0	0
Clothing	133.8	133.6	122.1	+0.1	+9.6
Fuel and light	107.5	107.5	107.9	0	−0.4
Housefurnishings	142.0	141.1r	136.9	+0.6	+3.7
Sundries	121.9	121.7	118.7	+0.2	+2.7
Weighted Total	130.0	129.5r	127.0	+0.4	+2.4
Birmingham					
Food	156.1	153.6	154.3	+1.6	+1.2
Housing[1]	105.7	105.7	105.7	0	0
Clothing	131.8	130.9	127.6	+0.7	+3.3
Fuel and light	103.8	103.8	103.3	0	+0.5
Housefurnishings	121.5	121.5	117.8	0	+3.1
Sundries	118.3	118.3	112.8	0	+4.9
Weighted Total	127.6	126.8	124.8	+0.6	+2.2
Boston					
Food	137.9	137.1	137.2	+0.6	+0.5
Housing[1]	103.5	103.5	103.5	0	0
Clothing	129.4	129.5	127.0	−0.1	+1.9
Fuel and light	122.9	122.9	122.4	0	+0.4
Housefurnishings	127.2	127.2r	122.5	0	+3.8
Sundries	116.9	116.6	113.7	+0.3	+2.8
Weighted Total	123.7	123.3	122.3	+0.3	+1.1
Bridgeport					
Food	143.5	142.7	139.2	+0.6	+3.1
Housing[1]	106.5	106.5	106.5	0	0
Clothing	128.7	129.0	126.0	−0.2	+2.1
Fuel and light	119.9	119.9	119.0	0	+0.8
Housefurnishings	129.2	129.2	126.4	0	+2.2
Sundries	126.9	126.7	125.5	+0.2	+1.1
Weighted Total	127.9	127.7	125.7	+0.2	+1.8
Buffalo					
Food	143.8	143.4	147.3	+0.3	−2.4
Housing[1]	112.3	112.3	112.8	0	−0.4
Clothing	128.9	128.8	126.3	+0.1	+2.1
Fuel and light	110.3	110.3	109.5	0	+0.7
Housefurnishings	130.5	130.5r	128.1	0	+1.9
Sundries	123.1	123.0	120.9	+0.1	+1.8
Weighted Total	127.5	127.3	127.8	+0.2	−0.2
Chattanooga					
Food	159.1	157.9	157.6	+0.8	+1.0
Housing[1]	103.6	103.6	103.0	0	+0.6
Clothing	124.1	124.1	119.5	0	+3.8
Fuel and light	100.7	100.7	92.2	0	+9.2
Housefurnishings	127.5	127.5r	121.5	0	+4.9
Sundries	114.1	114.0	110.7	+0.1	+3.1
Weighted Total	127.2	126.8r	124.4	+0.3	+2.3
Chicago					
Food	141.9	141.4	140.5	+0.4	+1.0
Housing[1]	105.8	105.8	105.8	0	0
Clothing	133.0	133.0	127.3	0	+4.5
Fuel and light	98.9	98.9	98.5	0	+0.4
Housefurnishings	126.2	126.2	124.8	0	+1.1
Sundries	116.7	116.5	114.8	+0.2	+1.7
Weighted Total	123.4	123.2	121.8	+0.2	+1.3
Cincinnati					
Food	139.1	137.3	139.4	+1.3	−0.2
Housing[1]	100.9	100.9	100.9	0	0
Clothing	138.4	138.1	133.4	+0.2	+3.7
Fuel and light	106.0	106.0	105.2	0	+0.8
Housefurnishings	126.0	126.0	124.1	0	+1.5
Sundries	112.3	112.0	110.7	+0.3	+1.4
Weighted Total	122.7	122.0	121.7	+0.6	+0.8
Cleveland					
Food	140.0	140.0r	139.2	0	+0.6
Housing[1]	109.7	109.7	109.7	0	0
Clothing	135.2	134.9	129.1	+0.2	+4.7
Fuel and light	106.3	106.3	104.5	0	+1.7
Housefurnishings	126.8	132.0	122.0	−3.9	+3.9
Sundries	127.6	127.4	115.5	+0.2	+10.5
Weighted Total	126.8	127.0r	122.6	−0.2	+3.4
Dallas					
Food	147.9	146.2	147.4	+1.2	+0.3
Housing[1]	105.6	105.6	105.6	0	0
Clothing	130.5	129.0	124.1	+1.2	+5.2
Fuel and light	89.1	89.1	89.1	0	0
Housefurnishings	130.3	129.8	127.9	+0.4	+1.9
Sundries	115.7	115.5	112.7	+0.2	+2.7
Weighted Total	123.9	123.1	122.0	+0.6	+1.6
Dayton					
Food	144.2	144.5	145.8	−0.2	−1.1
Housing[1]	105.9	105.9	105.9	0	0
Clothing	125.4	125.1	122.6	+0.2	+2.3
Fuel and light	106.4	106.4	105.2	0	+1.1
Housefurnishings	135.7	135.7	127.9	0	+6.1
Sundries	119.0	118.7	113.1	+0.3	+5.2
Weighted Total	125.0	124.9r	123.2	+0.1	+1.5
Denver					
Food	146.5	143.9r	148.8	+1.8	−1.5
Housing[1]	105.6	105.6	105.6	0	0
Clothing	131.7	131.7	127.3	0	+3.5
Fuel and light	101.6	101.6	101.1	0	+0.5
Housefurnishings	128.6	128.6	124.5	0	+3.3
Sundries	121.5	121.4	117.1	+0.1	+3.8
Weighted Total	126.4	125.5r	125.3	+0.7	+0.9
Des Moines					
Food	140.1	138.7	140.7	+1.0	−0.4
Housing[1]	105.3	105.3	105.3	0	0
Clothing	135.3	135.1	131.4	+0.1	+3.0
Fuel and light	120.9	120.9	117.2	0	+3.2
Housefurnishings	126.5	126.5	123.8	0	+2.2
Sundries	115.7	115.6	112.5	+0.1	+2.8
Weighted Total	123.4	122.9	121.9	+0.4	+1.2
Detroit					
Food	149.6	149.6	149.2	0	+0.3
Housing[1]	107.0	107.0	107.0	0	0
Clothing	134.0	134.2	128.7	−0.1	+4.1
Fuel and light	112.5	112.5	110.7	0	+1.6
Housefurnishings	127.9	127.9	125.3	0	+2.1
Sundries	126.1	125.9	120.2	+0.2	+4.9
Weighted Total	129.2	129.2	126.9	0	+1.8

[1] Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since October, 1944. rRevised.

COST OF LIVING IN 60 CITIES—WARTIME BUDGETS (Continued)

Source: The Conference Board

Note: *These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.*

City	Index Numbers Jan., 1939=100			Percentage Changes	
	Dec. 1944	Nov. 1944	Dec. 1943	Nov. 1944 to Dec. 1944	Dec. 1943 to Dec. 1944
Duluth					
Food	137.3	136.8	138.5	+0.4	–0.9
Housing[1]	100.2	100.2	100.2	0	0
Clothing	137.6	137.2	130.7	+0.3	+5.3
Fuel and light	107.5	107.5	105.9	0	+1.5
Housefurnishings	144.0	144.7	138.4	–0.5	+4.0
Sundries	112.8	112.7	111.0	+0.1	+1.6
Weighted Total	122.1	122.0	121.0	+0.1	+0.9
Erie, Pa.					
Food	152.5	150.9	154.7	+1.1	–1.4
Housing[1]	110.0	110.0	109.9	0	+0.1
Clothing	144.0	144.2	134.8	–0.1	+6.8
Fuel and light	113.0	113.0	112.7	0	+0.3
Housefurnishings	131.4	131.1	129.9	+0.2	+1.2
Sundries	125.2	125.0	121.1	+0.2	+3.4
Weighted Total	131.7	131.2	130.6	+0.4	+0.8
Fall River					
Food	137.9	137.4	136.1	+0.4	+1.3
Housing[1]	104.3	104.3	104.3	0	0
Clothing	135.2	134.9r	128.5	+0.2	+5.2
Fuel and light	117.2	117.2	116.3	0	+0.8
Housefurnishings	123.8	122.8	114.3	+0.8	+8.3
Sundries	125.3	125.1	118.2	+0.2	+6.0
Weighted Total	126.1	125.8r	122.6	+0.2	+2.9
Front Royal, Va.					
Food	162.1	162.2	160.5	–0.1	+1.0
Housing[1]	107.3	107.3	107.3	0	0
Clothing	146.6	146.6	140.5	0	+4.3
Fuel and light	112.2	112.2	107.4	0	+4.5
Housefurnishings	133.7	133.7	133.5	0	+0.1
Sundries	114.8	114.0	109.7	+0.7	+4.6
Weighted Total	129.5	129.3r	126.6	+0.2	+2.3
Grand Rapids					
Food	147.8	147.3	149.9	+0.3	–1.4
Housing[1]	106.5	106.5	106.5	0	0
Clothing	137.2	136.9	129.0	+0.2	+6.4
Fuel and light	111.5	111.5	110.5	0	+0.9
Housefurnishings	148.7	143.5	136.6	+3.6	+8.9
Sundries	121.8	121.5	119.2	+0.2	+2.2
Weighted Total	128.7	128.2	127.2	+0.4	+1.2
Green Bay, Wis.					
Food	132.8	132.0	135.7	+0.6	–2.1
Housing[1]	102.8	102.8	100.4	0	+2.4
Clothing	135.8	135.9	128.9	–0.1	+5.4
Fuel and light	108.0	108.0r	107.2	0	+0.7
Housefurnishings	129.0	130.7	123.4	–1.3	+4.5
Sundries	116.5	116.3	113.1	+0.2	+3.0
Weighted Total	121.5	121.3r	120.0	+0.2	+1.3
Houston					
Food	143.1	142.2	144.0	+0.6	–0.6
Housing[1]	105.7	105.7	105.7	0	0
Clothing	128.5	128.5	126.1	0	+1.9
Fuel and light	84.8	84.8	86.4	0	–1.9
Housefurnishings	126.0	126.0	118.4	0	+6.4
Sundries	117.2	117.2	111.4	0	+5.2
Weighted Total	122.4	122.2	120.5	+0.2	+1.6
Huntington, W. Va.					
Food	150.7	149.8	150.4	+0.6	+0.2
Housing[1]	111.7	111.7	111.7	0	0
Clothing	128.4	128.4	124.1	0	+3.5
Fuel and light	100.0	100.0	100.0	0	0
Housefurnishings	132.1	132.1	126.2	0	+4.7
Sundries	112.6	112.6	111.8	0	+0.7
Weighted Total	127.0	126.7	125.8	+0.2	+1.0
Indianapolis					
Food	149.0	147.4	144.8	+1.1	+2.9
Housing[1]	107.9	107.9	107.9	0	0
Clothing	127.1	127.0	123.9	+0.1	+2.6
Fuel and light	112.0	112.0	109.8	0	+2.0
Housefurnishings	126.4	126.2	124.7	+0.2	+1.4
Sundries	122.0	121.7	116.1	+0.2	+5.1
Weighted Total	127.5	126.9	124.1	+0.5	+2.7
Kansas City, Mo.					
Food	135.1	134.6	136.5	+0.4	–1.0
Housing[1]	105.5	105.5	105.2	0	+0.3
Clothing	131.7	132.1	125.0	–0.3	+5.4
Fuel and light	109.5	109.5	108.7	0	+0.7
Housefurnishings	123.8	124.1	122.0	–0.2	+1.5
Sundries	123.8	123.8	117.1	0	+5.7
Weighted Total	123.4	123.3	121.1	+0.1	+1.9
Lansing					
Food	167.9	166.5	164.0	+0.8	+2.4
Housing[1]	98.0	98.0	98.0	0	0
Clothing	130.3	127.9	126.8	+1.9	+2.8
Fuel and light	105.3	105.3	104.1	0	+1.2
Housefurnishings	141.1	141.0r	134.1	+0.1	+5.2
Sundries	126.2	126.2	119.9	0	+5.3
Weighted Total	131.9	131.1r	128.2	+0.6	+2.9
Los Angeles					
Food	153.8	152.8	151.6	+0.7	+1.5
Housing[1]	106.2	106.2	104.6	0	+1.5
Clothing	125.0	124.8	124.6	+0.2	+0.3
Fuel and light	93.4	93.4	93.4	0	0
Housefurnishings	120.9	120.9	120.4	0	+0.4
Sundries	120.1	120.0	117.3	+0.1	+2.4
Weighted Total	127.1	126.7	125.3	+0.3	+1.4
Louisville					
Food	144.0	143.5	146.6	+0.3	–1.8
Housing[1]	103.9	103.9	103.9	0	0
Clothing	125.3	125.3	121.3	0	+3.3
Fuel and light	113.4	113.4	112.6	0	+0.7
Housefurnishings	134.5	134.5r	127.9	0	+5.2
Sundries	112.5	112.5	109.4	0	+2.8
Weighted Total	124.4	124.2r	123.7	+0.2	+0.6
Macon					
Food	151.4	150.4	153.5	+0.7	–1.4
Housing[1]	114.2	114.2	115.9	0	–1.5
Clothing	130.1	129.8	123.2	+0.2	+5.6
Fuel and light	101.7	101.5	100.1	+0.2	+1.6
Housefurnishings	144.4	142.5r	137.5	+1.3	+5.0
Sundries	119.2	119.1	117.2	+0.1	+1.7
Weighted Total	129.8	129.3r	128.7	+0.4	+0.9
Meadville, Pa.					
Food	145.6	146.4	147.7	–0.5	–1.4
Housing[1]	110.8	110.8	110.8	0	0
Clothing	120.5	120.5	118.5	0	+1.7
Fuel and light	112.1	112.1	112.1	0	0
Housefurnishings	136.9	136.7	134.3	+0.1	+1.9
Sundries	126.0	126.0	121.3	0	+3.9
Weighted Total	127.0	127.2	126.3	–0.2	+0.6
Memphis					
Food	157.8	154.5	159.8	+2.1	–1.3
Housing[1]	108.4	108.4	109.4	0	–0.9
Clothing	136.7	136.8	130.8	–0.1	+4.5
Fuel and light	98.4	98.4	99.3	0	–0.9
Housefurnishings	128.2	128.4	128.8	–0.2	–0.5
Sundries	109.4	109.2	107.5	+0.2	+1.8
Weighted Total	126.3	125.3	125.9	+0.8	+0.3

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[1] Rents surveyed quarterly January 15, April 15, July 15, October 15. It is assumed that no change has occurred since October, 1944.

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COST OF LIVING IN 60 CITIES—WARTIME BUDGETS (Continued)

Source: The Conference Board

Note: *These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.*

City	Index Numbers Jan., 1939 = 100 Dec. 1944	Index Numbers Jan., 1939 = 100 Nov. 1944	Index Numbers Jan., 1939 = 100 Dec. 1943	Percentage Changes Nov. 1944 to Dec. 1944	Percentage Changes Dec. 1943 to Dec. 1944
Milwaukee					
Food	144.2	142.6	139.9	+1.1	+3.1
Housing[1]	103.4	103.4	103.4	0	0
Clothing	136.2	136.2	132.6	0	+2.7
Fuel and light	109.8	109.8	108.5	0	+1.2
Housefurnishings	129.2	132.4	127.4	−2.4	+1.4
Sundries	118.1	118.0	114.6	+0.1	+3.1
Weighted Total	125.0	124.6	122.2	+0.3	+2.3
Minneapolis					
Food	151.1	150.8*r*	149.6	+0.2	+1.0
Housing[1]	103.7	103.7	103.7	0	0
Clothing	135.1	135.0	131.4	+0.1	+2.8
Fuel and light	104.4	104.4	103.5	0	+0.9
Housefurnishings	125.3	122.9	121.8	+2.0	+2.9
Sundries	117.0	116.6*r*	114.6	+0.3	+2.1
Weighted Total	126.5	126.2*r*	124.7	+0.2	+1.4
Muskegon					
Food	160.9	160.0	159.5	+0.6	+0.9
Housing[1]	115.2	115.2	115.2	0	0
Clothing	131.2	131.2	129.4	0	+1.4
Fuel and light	114.6	114.6	114.6	0	0
Housefurnishings	122.9	122.2	120.6	+0.6	+1.9
Sundries	118.9	118.9	113.1	0	+5.1
Weighted Total	131.2	130.8*r*	129.0	+0.3	+1.7
Newark					
Food	138.3	135.6	144.4	+2.0	−4.2
Housing[1]	101.4	101.4	101.4	0	0
Clothing	127.9	127.4	125.0	+0.4	+2.3
Fuel and light	102.7	102.7	105.1	0	−2.3
Housefurnishings	137.9	137.9*r*	131.2	0	+5.1
Sundries	116.9	116.8	115.1	+0.1	+1.6
Weighted Total	122.7	121.7*r*	124.3	+0.8	−1.3
New Haven					
Food	137.8	137.0	134.5	+0.6	+2.5
Housing[1]	105.3	105.3	105.3	0	0
Clothing	128.9	128.7	123.7	+0.2	+4.2
Fuel and light	111.8	111.8	110.9	0	+0.8
Housefurnishings	130.7	130.6*r*	124.4	+0.1	+5.1
Sundries	109.5	109.4	108.3	+0.1	+1.1
Weighted Total	120.4	120.1*r*	118.3	+0.2	+1.8
New Orleans					
Food	148.2	147.4	149.4	+0.5	−0.8
Housing[1]	110.5	110.5	110.6	0	−0.1
Clothing	133.4	132.5	130.5	+0.7	+2.2
Fuel and light	88.2	88.2	88.1	0	+0.1
Housefurnishings	124.2	124.2	123.4	0	+0.6
Sundries	120.9	120.8	115.6	+0.1	+4.6
Weighted Total	129.4	129.0	128.2	+0.3	+0.9
New York					
Food	149.2	146.9*r*	147.8	+1.6	+0.9
Housing[1]	100.8	100.8	100.8	0	0
Clothing	119.4	119.4	117.1	0	+2.0
Fuel and light	117.2	117.2	116.7	0	+0.4
Housefurnishings	131.9	131.9	129.2	0	+2.1
Sundries	116.6	116.3	111.8	+0.3	+4.3
Weighted Total	125.7	124.8	123.8	+0.7	+1.5
Omaha					
Food	149.2	149.6	148.6	−0.3	+0.4
Housing[1]	100.6	100.6	100.6	0	0
Clothing	128.7	128.6	124.1	+0.1	+3.7
Fuel and light	107.1	106.5	106.5	+0.6	+0.6
Housefurnishings	144.1	143.8	138.6	+0.2	+4.0
Sundries	117.8	117.7	113.5	+0.1	+3.8
Weighted Total	125.4	125.4	123.3	0	+1.7
Parkersburg, W. Va.					
Food	143.8	141.9	147.0	+1.3	−2.2
Housing[1]	104.2	104.2	104.2	0	0
Clothing	125.4	125.3	123.9	+0.1	+1.2
Fuel and light	94.6	94.6	94.6	0	0
Housefurnishings	131.8	131.1	126.6	+0.5	+4.1
Sundries	114.0	113.7	111.3	+0.3	+2.4
Weighted Total	124.5	123.6	124.4	+0.7	+0.1
Philadelphia					
Food	141.4	139.1	141.0	+1.7	+0.3
Housing[1]	102.7	102.7	102.9	0	−0.2
Clothing	131.3	130.9	128.7	+0.3	+2.0
Fuel and light	110.4	110.4	109.5	0	+0.8
Housefurnishings	134.0	131.7*r*	121.1	+1.7	+10.7
Sundries	123.0	123.0	112.5	0	+9.3
Weighted Total	126.6	125.6*r*	123.2	+0.8	+2.8
Pittsburgh					
Food	143.7	141.6	144.1	+1.5	−0.3
Housing[1]	105.7	105.7	105.7	0	0
Clothing	130.6	130.6	127.4	0	+2.5
Fuel and light	110.3	110.3	111.3	0	−0.9
Housefurnishings	121.2	121.2	118.2	0	+2.5
Sundries	117.3	117.2	114.5	+0.1	+2.4
Weighted Total	124.8	124.1	123.9	+0.6	+0.7
Portland, Ore.					
Food	148.8	147.8	147.2	+0.7	+1.1
Housing[1]	110.0	110.0	110.0	0	0
Clothing	141.2	141.2	136.2	0	+3.7
Fuel and light	124.7	124.7	124.7	0	0
Housefurnishings	125.5	124.7	119.9	+0.6	+4.7
Sundries	113.9	113.8	112.1	+0.1	+1.6
Weighted Total	128.0	127.6	126.1	+0.3	+1.5
Providence					
Food	144.3	143.4*r*	139.2	+0.6	+3.7
Housing[1]	103.3	103.3	103.3	0	0
Clothing	134.1	134.0	127.3	+0.1	+5.3
Fuel and light	115.6	115.6	114.5	0	+1.0
Housefurnishings	126.5	126.5	126.5	0	0
Sundries	118.9	118.9	116.8	0	+1.8
Weighted Total	125.5	125.2*r*	122.5	+0.2	+2.4
Richmond					
Food	161.6	159.1	156.8	+1.6	+3.1
Housing[1]	103.1	103.1	103.1	0	0
Clothing	131.2	131.2	128.9	0	+1.8
Fuel and light	104.8	104.8	105.0	0	−0.2
Housefurnishings	121.2	121.2	121.2	0	0
Sundries	113.6	113.5	112.3	+0.1	+1.2
Weighted Total	127.8	127.1	125.7	+0.6	+1.7
Roanoke, Va.					
Food	152.5	151.7	153.9	+0.5	−0.9
Housing[1]	120.3	120.3	119.2	0	+0.9
Clothing	132.9	132.8	130.0	+0.1	+2.2
Fuel and light	107.9	107.9	107.3	0	+0.6
Housefurnishings	124.5	124.5*r*	121.9	0	+2.1
Sundries	120.0	119.8	114.8	+0.2	+4.5
Weighted Total	130.3	129.9	128.8	+0.3	+1.2
Rochester					
Food	147.0	145.9	147.7	+0.8	−0.5
Housing[1]	103.9	103.9	103.9	0	0
Clothing	130.4	132.4	129.7	−1.5	+0.5
Fuel and light	117.9	117.9	113.4	0	+4.0
Housefurnishings	135.3	135.3	136.1	0	−0.6
Sundries	128.9	128.8	124.8	+0.1	+3.3
Weighted Total	128.0	127.9	126.9	+0.1	+0.9

[1] Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since October, 1944.

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COST OF LIVING IN 60 CITIES—WARTIME BUDGETS (Continued)

Source: The Conference Board

Note: *These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities*

City	Index Numbers Jan., 1939 = 100			Percentage Changes	
	Dec. 1944	Nov. 1944	Dec. 1943	Nov. 1944 to Dec. 1944	Dec. 1943 to Dec. 1944
Rockford, Ill.					
Food	145.4	144.3	143.7	+0.8	+1.2
Housing[1]	138.1	138.1	138.0	0	+0.1
Clothing	128.8	128.6	124.0	+0.2	+3.9
Fuel and light	113.1	113.1	112.2	0	+0.8
Housefurnishings	131.3	131.3	131.3	0	0
Sundries	116.2	116.2	112.6	0	+3.2
Weighted Total	131.2	130.8	129.2	+0.3	+1.5
Sacramento					
Food	146.5	149.2	151.0	–1.8	–3.0
Housing[1]	104.1	104.1	104.1	0	0
Clothing	139.5	138.1	129.4	+1.0	+7.8
Fuel and light	80.8	80.8	80.8	0	0
Housefurnishings	142.2	142.2	141.0	0	+0.9
Sundries	121.2	121.0	117.0	+0.2	+3.6
Weighted Total	126.7	127.3	125.8	–0.5	+0.7
St. Louis					
Food	145.2	143.6	149.6	+1.1	–2.9
Housing[1]	105.8	105.8	106.0	0	–0.2
Clothing	129.2	129.2	124.9	0	+3.4
Fuel and light	115.5	115.5	112.3	0	+2.8
Housefurnishings	119.4	119.4	118.1	0	+1.1
Sundries	112.7	112.4	109.4	+0.3	+3.0
Weighted Total	124.6	124.0	124.5	+0.5	+0.1
St. Paul					
Food	143.7	143.6	146.0	+0.1	–1.6
Housing[1]	100.9	100.9	100.9	0	0
Clothing	124.8	124.8	121.8	0	+2.5
Fuel and light	106.8	106.8	105.2	0	+1.5
Housefurnishings	125.9	125.9	126.4	0	–0.4
Sundries	118.0	117.6	114.9	+0.3	+2.7
Weighted Total	123.0	122.9	122.5	+0.1	+0.4
San Francisco - Oakland					
Food	148.8	148.8	149.2	0	–0.3
Housing[1]	100.9	100.9	100.9	0	0
Clothing	134.5	134.5	128.7	0	+4.5
Fuel and light	89.8	89.8	89.1	0	+0.8
Housefurnishings	124.9	124.9	120.7	0	+3.5
Sundries	120.8	120.7	113.4	+0.1	+6.5
Weighted Total	127.0	127.0	124.2	0	+2.3
Seattle					
Food	154.3	153.1	152.2	+0.8	+1.4
Housing[1]	106.5	106.5	106.5	0	0
Clothing	128.5	128.5	126.9	0	+1.3
Fuel and light	108.7	108.7	110.1	0	–1.3
Housefurnishings	121.4	121.4	120.3	0	+0.9
Sundries	118.5	118.3	116.1	+0.2	+2.1
Weighted Total	128.2	128.1	127.0	+0.1	+0.9
Spokane					
Food	144.7	144.6	146.6	+0.1	–1.3
Housing[1]	102.0	102.0	102.0	0	0
Clothing	124.3	124.3	123.1	0	+1.0
Fuel and light	133.9	133.9	133.7	0	+0.1
Housefurnishings	133.5	133.5	133.0	0	+0.4
Sundries	116.9	115.7r	113.6	+1.0	+2.9
Weighted Total	126.7	126.3r	126.2	+0.3	+0.4
Syracuse					
Food	142.4	141.1	147.4	+0.9	–3.4
Housing[1]	116.2	116.2	116.2	0	0
Clothing	133.0	133.0	130.1	0	+2.2
Fuel and light	114.2	114.2	112.2	0	+1.8
Housefurnishings	132.1	131.6	131.2	+0.4	+0.7
Sundries	116.2	115.7	113.3	+0.4	+2.6
Weighted Total	125.9	125.3	126.2	+0.5	–0.2
Toledo					
Food	145.0	142.7	142.0	+1.6	+2.1
Housing[1]	113.0	113.0	109.4	0	+3.3
Clothing	131.9	130.9	124.3	+0.8	+6.1
Fuel and light	107.6	107.6	106.8	0	+0.7
Housefurnishings	122.8	123.7	123.0	–0.7	–0.2
Sundries	129.3	127.9	114.5	+1.1	+12.9
Weighted Total	128.3	127.1	122.6	+0.9	+4.6
Wausau, Wis.					
Food	153.1	152.2	152.1	+0.6	+0.7
Housing[1]	102.7	102.7	102.7	0	0
Clothing	137.9	138.8	129.8	–0.6	+6.2
Fuel and light	109.5	109.5	107.5	0	+1.9
Housefurnishings	126.2	126.2r	125.2	0	+0.8
Sundries	112.0	112.0	110.2	0	+1.6
Weighted Total	126.0	125.9r	124.0	+0.1	+1.6
Wilmington, Del.					
Food	142.4	138.8	145.0	+2.6	–1.8
Housing[1]	104.6	104.6	104.6	0	0
Clothing	132.2	132.2	130.6	0	+1.2
Fuel and light	104.8	104.8	104.6	0	+0.2
Housefurnishings	124.6	123.0	120.7	+1.3	+3.2
Sundries	113.8	113.7	112.0	+0.1	+1.6
Weighted Total	124.6	123.2	124.6	+1.1	0
Youngstown					
Food	152.0	150.9	153.7	+0.7	–1.1
Housing[1]	105.6	105.6	105.6	0	0
Clothing	142.3	142.4	133.6	–0.1	+6.5
Fuel and light	106.7	106.7	107.0	0	–0.3
Housefurnishings	149.6	149.6	134.3	0	+11.4
Sundries	113.6	113.2	110.5	+0.4	+2.8
Weighted Total	128.4	128.0	126.5	+0.3	+1.5

[1] Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since October, 1944.

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PERCENTAGE CHANGES, COST OF LIVING IN 4 CITIES—WARTIME BUDGETS

City	Nov. 1944 to Dec. 1944	Dec. 1943 to Dec. 1944
Evansville, Ind.		
Food	+0.9	–0.6
Housing[1]	0	0
Clothing	0	+2.0
Fuel and light	0	+0.2
H'sefurnishings	+0.3	+2.3
Sundries	0	+10.4
W'ghted Total	+0.3	+2.6
Joliet, Ill.[2]		
Food	+0.7	+1.0
Housing[1]	0	0
Clothing	+1.1	+4.4
Fuel and light	0	+1.7
H'sefurnishings	0	+9.3
Sundries	–0.1	+2.2
W'ghted Total	+0.4	+2.2
Lewistown, Pa.		
Food	+0.2	–0.7
Housing[1]	0	0
Clothing	0	+9.9
Fuel and light	0	+4.7
H'sefurnishings	–0.1	+0.9
Sundries	0	+2.9
W'ghted Total	+0.1	+1.7
Trenton, N. J.		
Food	+2.2	+1.3
Housing[1]	0	+0.3
Clothing	+0.3	+4.6
Fuel and light	0	–3.1
H'sefurnishings	0	+3.1
Sundries	+0.5	+13.8
W'ghted Total	+1.1	+4.2

[1] Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since October, 1944.

[2] Includes Lockport and Rockdale.

COST OF LIVING IN 60 CITIES—PREWAR BUDGETS

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

	Weighted Total		Food		Housing[2]		Clothing		Fuel-Light		House Furnishings		Sundries	
	Dec. 1944	Nov. 1944	Dec. 1944	Nov. 1944	Dec. 1944	Nov. 1944	Dec. 1944	Nov. 1944	Dec. 1944	Nov. 1944	Dec. 1944	Nov. 1944	Dec. 1944	Nov. 1944
United States[1]	105.7	105.3	112.3	111.1	91.0	91.0	94.0	93.9	95.8	95.8	*a*	*a*	114.8	114.6
Akron	128.6	128.2*r*	147.4	146.2	113.8	113.8	128.6	128.9	112.5	112.5	119.1	118.8*r*	124.1	124.1
Atlanta	126.5	125.8*r*	150.9	148.8	99.2	99.2	129.1	129.5	113.1	113.1	123.9	122.3	119.8	119.8*r*
Baltimore	130.0	129.6*r*	149.1	148.1	103.2	103.2	133.8	133.6	107.5	107.5	138.9	138.2*r*	125.9	125.7
Birmingham	128.7	127.9	155.3	153.0	105.7	105.7	131.8	130.9	103.9	103.9	120.2	120.2	121.2	121.2
Boston	123.8	123.4*r*	137.3	136.4	103.5	103.5	129.4	129.5	122.8	122.8	125.8	125.8*r*	117.8	117.4
Bridgeport	128.1	127.9	142.3	141.7	106.5	106.5	128.7	129.0	120.0	120.0	128.3	128.3	128.6	128.5
Buffalo	128.5	128.2	144.1	143.5	112.3	112.3	128.9	128.8	110.3	110.3	129.6	129.6*r*	126.2	126.1
Chattanooga	128.0	127.6	160.0	158.8	103.6	103.6	124.1	124.1	100.7	100.7	124.8	124.8*r*	117.0	117.0
Chicago	123.8	123.5	142.3	141.5	105.8	105.8	133.0	133.0	98.9	98.9	125.8	125.8	118.0	117.9
Cincinnati	123.5	122.8	138.8	136.7	100.9	100.9	138.4	138.1	106.0	106.0	125.1	125.1	116.6	116.5
Cleveland	127.4	127.6*r*	139.2	139.1*r*	109.7	109.7	135.2	134.9	106.3	106.3	126.8	132.0	128.6	128.5
Dallas	125.2	124.5	147.4	145.7	105.6	105.6	130.5	129.0	89.1	89.1	129.5	129.2	121.6	121.4
Dayton	125.8	125.7	143.5	143.5	105.9	105.9	125.4	125.1	106.4	106.4	133.4	133.4	122.6	122.3
Denver	126.6	125.7*r*	143.6	140.8*r*	105.6	105.6	131.7	131.7	101.6	101.6	126.4	126.4	124.8	124.8
Des Moines	124.9	124.6	139.1	138.1	105.3	105.3	135.3	135.1	120.9	120.9	125.7	125.7	120.6	120.6
Detroit	129.8	129.6	148.5	147.8	107.0	107.0	134.0	134.2	112.5	112.5	126.2	126.2	129.2	129.1
Duluth	123.7	123.5	137.8	137.1	100.2	100.2	137.6	137.2	107.5	107.5	139.8	140.4	118.0	118.0
Erie, Pa.	132.5	131.9	152.7	151.2	110.0	110.0	144.0	144.2	113.0	113.0	131.0	130.7	127.2	127.1
Fall River	126.5	126.2*r*	138.1	137.4	104.3	104.3	135.2	134.9*r*	117.0	117.0	119.8	119.2	126.8	126.7
Front Royal, Va.	130.5	130.4	162.4	162.3	107.3	107.3	146.6	146.6	112.2	112.2	132.4	132.4	118.1	118.1
Grand Rapids	130.1	129.7	147.8	147.3	106.5	106.5	137.2	136.9	111.5	111.5	144.6	140.8	126.4	126.2
Green Bay, Wis.	122.8	122.5*r*	133.5	132.5	102.8	102.8	135.8	135.9	108.0	108.0*r*	126.3	127.6	120.9	120.8
Houston	124.1	123.9	143.4	142.7	105.7	105.7	128.5	128.5	84.8	84.8	120.7	120.7	122.2	122.2
Huntington, W. Va.	127.4	127.1	148.8	147.9	111.7	111.7	128.4	128.4	100.0	100.0	132.1	132.1	116.9	116.9
Indianapolis	128.8	128.2	148.6	146.9	107.9	107.9	127.1	127.0	112.0	112.0	125.6	125.5	126.2	126.0
Kansas City, Mo.	124.7	124.6	134.5	133.8	105.5	105.5	131.7	132.1	109.5	109.5	123.0	123.2	126.8	126.7
Lansing	132.2	131.5*r*	167.1	165.8	98.0	98.0	130.3	127.9	105.3	105.3	136.6	136.5*r*	129.7	129.7
Los Angeles	127.5	127.1	152.0	150.8	106.2	106.2	125.0	124.8	93.4	93.4	120.8	120.8	122.9	122.9
Louisville	125.2	125.0	143.8	143.1	103.9	103.9	125.3	125.3	113.4	113.4	133.1	133.1*r*	116.1	116.1
Macon	132.1	131.6*r*	151.3	150.2	114.2	114.2	130.1	129.8	101.7	101.5	137.0	135.6*r*	125.8	125.7
Meadville, Pa.	126.9	127.1	144.6	145.2	110.8	110.8	120.5	120.5	112.1	112.1	135.0	134.8	126.3	126.3
Memphis	127.6	126.2	158.0	153.0	108.4	108.4	136.7	136.8	98.4	98.4	128.1	128.2	114.3	114.2
Milwaukee	125.9	125.4	144.2	142.4	103.4	103.4	136.2	136.2	109.8	109.8	128.2	130.4	122.6	122.5
Minneapolis	127.4	127.1*r*	151.2	150.8	103.7	103.7	135.1	135.0	104.3	104.3	124.4	122.7	122.0	121.7*r*
Muskegon, Mich.	131.8	131.5	160.8	159.9	115.2	115.2	131.2	131.2	114.6	114.6	121.9	121.4	121.5	121.5
Newark	123.8	122.4	139.2	135.7	101.4	101.4	127.9	127.4	102.8	102.8	134.2	134.2*r*	119.8	119.7
New Haven	120.9	120.6*r*	137.3	136.5	105.3	105.3	128.9	128.7	111.9	111.9	128.2	128.1*r*	111.8	111.6
New Orleans	129.2	128.8	147.0	146.3	110.5	110.5	133.4	132.5	88.2	88.2	123.9	123.9	122.5	122.3
New York	125.2	124.2	148.0	145.4	100.8	100.8	119.4	119.4	117.2	117.2	131.2	131.2	116.4	116.2
Omaha	126.6	126.6	148.2	148.6	100.6	100.6	128.7	128.6	107.1	106.5	140.1	139.9	123.3	123.2
Parkersburg, W. Va.	125.7	124.9	144.2	142.2	104.2	104.2	125.4	125.3	94.6	94.6	131.8	131.1	117.5	117.3
Philadelphia	126.9	125.9	140.5	138.1	102.7	102.7	131.3	130.9	110.4	110.4	128.9	127.4*r*	125.4	125.3*r*
Pittsburgh	125.2	124.3	142.6	140.1	105.7	105.7	130.6	130.6	110.3	110.3	119.7	119.7	120.3	120.2
Portland, Ore.	128.3	127.9	146.7	145.5	110.0	110.0	141.2	141.2	124.9	124.9	124.1	123.5	117.0	116.9
Providence	125.9	125.6	143.7	143.0*r*	103.3	103.3	134.1	134.0	115.8	115.8	126.2	126.2	121.3	121.3
Richmond	128.1	127.3	160.0	157.3	103.1	103.1	131.2	131.2	104.8	104.8	121.2	121.2	117.2	117.2
Roanoke, Va.	131.2	130.9*r*	152.2	151.4	120.3	120.3	132.9	132.8	107.9	107.9	123.8	123.8*r*	123.0	122.9
Rochester	128.3	128.1	147.0	145.6	103.9	103.9	130.4	132.4	117.9	117.9	135.5	135.5	129.1	129.1
Rockford, Ill.	132.5	132.1	145.3	144.2	138.1	138.1	128.8	128.6	113.6	113.6	131.3	131.3	122.0	122.0
Sacramento	127.1	127.4	146.1	147.9	104.1	104.1	139.5	138.1	80.8	80.8	142.2	142.1	123.1	122.9
St. Louis	125.7	125.0	145.3	143.2	105.8	105.8	129.2	129.2	115.5	115.5	118.7	118.7	117.1	116.9
St. Paul	123.8	123.7	143.0	142.8	100.9	100.9	124.8	124.8	106.6	106.6	125.8	125.8	122.4	122.1
San Francisco–Oakland	127.3	127.2	147.2	146.9	100.9	100.9	134.5	134.5	89.8	89.8	123.9	123.9	123.5	123.4
Seattle	128.8	128.3	152.6	151.2	106.5	106.5	128.5	128.5	108.7	108.7	120.9	120.9	121.3	121.1
Spokane	126.9	126.5*r*	143.2	143.2	102.0	102.0	124.3	124.3	133.9	133.9	132.9	132.9	119.6	118.5*r*
Syracuse	127.2	126.5	142.8	141.2	116.2	116.2	133.0	133.0	114.2	114.2	130.6	130.3	120.1	119.7
Toledo	129.5	128.3	145.2	142.7	113.0	113.0	131.9	130.9	107.6	107.6	122.6	123.3	128.7	127.6
Wausau, Wis.	126.8	126.6*r*	152.3	151.3	102.7	102.7	137.9	138.8	109.5	109.5	125.7	125.7*r*	117.1	117.1
Wilmington, Del.	125.6	124.2	142.2	138.5	104.6	104.6	132.2	132.2	104.8	104.8	124.2	122.7	117.8	117.8
Youngstown	129.6	129.1	153.9	152.6	105.6	105.6	142.3	142.4	106.7	106.7	143.4	143.4	116.8	116.5

PERCENTAGE CHANGES IN COST OF LIVING IN 4 CITIES, PREWAR BUDGETS

	Nov. 1944 to Dec. 1944	Dec. 1943 to Dec. 1944	Nov. 1944 to Dec. 1944	Dec. 1943 to Dec. 1944	Nov. 1944 to Dec. 1944	Dec. 1943 to Dec. 1944	Nov. 1944 to Dec. 1944	Dec. 1943 to Dec. 1944	Nov. 1944 to Dec. 1944	Dec. 1943 to Dec. 1944	Nov. 1944 to Dec. 1944	Dec. 1943 to Dec. 1944	Nov. 1944 to Dec. 1944	Dec. 1943 to Dec. 1944
Evansville, Ind.	+0.4	+2.7	+1.0	-0.9	0	0	0	+2.0	0	+0.2	+0.2	+2.2	0	+8.7
Joliet, Ill.[4]	+0.3	+2.2	+0.6	+0.6	0	0	+1.1	+4.4	0	+1.7	0	+8.0	-0.1	+2.6
Lewistown, Pa.	+0.1	+1.7	+0.2	-0.8	0	0	0	+9.9	0	+4.7	-0.1	+0.6	0	+2.7
Trenton, N. J.	+0.9	+4.1	+2.1	+1.1	0	+0.3	+0.3	+4.6	0	-3.1	0	+2.5	+0.5	+13.2

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[1] 1923=100.

[2] Data on rents are collected quarterly (January 15; April 15; July 15; and October 15). It is assumed no change has occurred since October 1944

[4] Includes Lockport and Rockdale.

a Included in sundries

r Revised

Strikes and Turnover Rates

During November, 375 strikes were started, according to preliminary estimates released by the Bureau of Labor Statistics. This was an increase of 15.4% over the 325 begun in November, 1943, although it was a decrease of 14.8% from the October, 1944, figure of 440. The number of workers involved was 200,000, an increase of 47.1% over last year, but a decline of 9.1% over the month. There were 136,000 idle in November, 1943, and 220,000 in October, 1944.

For the number of man days idle, the picture is somewhat different. From October to November, an increase of 2.9% took place. From November, 1943, to November, 1944, a decrease of 75.2% occurred. This was primarily the result of the large number of days lost because of the coal miners' strike during November, 1943, which caused the total to soar to 2,863,000. The total of 710,000 man days lost in November, 1944, was the third largest for the year 1944.

MONTGOMERY WARD AGAIN

One of the most important developments in December was the reopening of the Montgomery Ward & Company dispute. On December 9, members of the United Retail, Wholesale and Department Store Employees, CIO, went out on strike in four Michigan retail stores—two in Detroit, one in Dearborn, and one in Royal Oak. About 1,800 workers were affected.

In settlement of a previous dispute, the War Labor Board on August 20, 1943, directed the company to establish certain procedures such as maintenance of membership, seniority plans, voluntary check-off, etc. On May 22, 1944, the company was directed to make certain increases in the minimum basic salary rates, with appropriate adjustments in the higher brackets as well. Orders of this same general type were made concerning the company's plants in Detroit, Chicago, San Rafael (California), St. Paul, Denver, Portland (Oregon), and Jamaica (New York).

It is reported that the union members in Detroit were tired of waiting for Ward's to incorporate these orders in their management policy and meant to force the issue by striking again. The company, however, claimed that the orders were unenforceable and they had no legal duty to follow the WLB's "advice." The com-

STRIKES, TURNOVER RATES AND PRODUCTION

Date	All Occupations			Manufacturing						
	Strikes[1]			Production[2] (1935–1939 =100)	Turnover Rate per 100 Employees[1]					
	Beginning in Period		Man Days Idle During Period (Thousand)		Separations[3]					Accessions[7]
	Number	Workers Involved (Thousand)			Total	Quits[4]	Miscellaneous[4]	Discharges[5]	Layoffs[6]	
1930	637	183	3,317	90	59.65	18.64		5.04	35.97	37.02
1931	810	342	6,893	74	48.38	11.39		2.72	34.27	36.59
1932	841	324	10,502	57	51.98	8.34		1.96	41.68	39.82
1933	1,695	1,168	16,872	68	45.38	10.66		2.49	32.23	65.20
1934	1,856	1,467	19,592	74	49.17	10.67		2.24	36.26	56.91
1935	2,014	1,117	15,456	87	42.74	10.37		2.29	30.08	50.05
1936	2,172	789	13,902	104	40.35	13.02		2.63	24.70	52.16
1937	4,740	1,861	28,425	113	53.11	14.97		2.38	35.76	42.59
1938	2,772	688	9,148	87	49.22	7.46		1.29	40.47	46.16
1939	2,613	1,171	17,812	109	37.71	9.52		1.52	26.67	48.85
1940	2,508	577	6,701	126	40.27	10.93	1.61	1.84	25.89	52.72
1941	4,288	2,363	23,048	168	46.68	23.63	4.15	3.04	15.86	64.51
1942	2,968	840	4,183	212	77.66	45.09	15.04	4.66	12.87	91.62
1943*a*	3,752	1,981	13,501	258	86.86	62.11	10.56	7.12	7.07	89.64
1943 October	287	121	1,013	269	7.0	5.2	.7	.6	.5	7.2
November	325	136	2,863	268	6.4	4.5	.6	.6	.7	6.6
December	355	263	787	258	6.6	4.4	.6	.6	1.0	5.2
1944 January	330	110	625	259	6.7	4.6	.6	.7	.8	6.5
February	330	115	470	259	6.6	4.6	.6	.6	.8	5.5
March	360	115	415	257	7.4	5.0	.8	.7	.9	5.8
April	435	155	580	255	6.8	4.9	.7	.6	.6	5.5
May	610	290	1,400	252	7.1	5.3	.7	.6	.5	6.4
June	500	155	680	252	7.1	5.4	.5	.7	.5	7.6
July	470	145	680	248	6.6	5.0	.4	.7	.5	6.3
August	485	190	935	251	7.8	6.2	.4	.7	.5	6.3
September	390	185	660	*r*249	*r*7.6	*r*6.1	.3	.6	.6	*r*6.1
October	440	220	690	*r*250	6.4	*p*5.0	*p*.3	*p*.6	*p*.5	*p*6.0
November	*p*375	*p*200	*p*710	*p*249	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*	*n.a.*

Note: For back figures, see *The Conference Board Management Record*, June, 1944, p. 170.

[1] United States Bureau of Labor Statistics.

[2] Federal Reserve annual production data are averages of monthly figures.

[3] A separation is a termination of employment of any of the following kinds: quit, layoff, discharge, or miscellaneous. Transfers from one plant to another of the same company are not considered as accessions or separations.

[4] A quit is a termination of employment, generally initiated by the worker because of his desire to leave, but sometimes due to his physical incapacity. Beginning with January, 1940, separate rates were computed for miscellaneous separations; *i. e.*, separations due to death, permanent disability, retirements on pensions, and similar reasons. Beginning with September, 1940, workers leaving to enter the Army or Navy were included in miscellaneous separations.

[5] A discharge is a termination of employment at the will of the employer, with prejudice to the worker because of some fault on the part of the worker.

[6] A layoff is a termination of employment at the will of the employer, without prejudice to the worker and of a temporary, indeterminate, or permanent nature. However, a short, definite layoff with the name of the worker remaining on the payroll is not counted as a separation.

[7] An accession is the hiring of a new employee or the rehiring of an old employee. Transfers from one plant to another of the same company are not considered as accessions or separations.

*a*Data on turnover rates since January, 1943, are not strictly comparable with previously released data. The rates now refer to all employees rather than wage earners only.

*p*Preliminary *n.a.*Not available. *r*Revised.

LABOR DISPUTES ORIGINATING IN DECEMBER, 1944

NOTE: Incomplete report based on information appearing in the press

Organization Affected	Union	Location	Date Begun	Date Ended	Number of Workers Affected
Manufacturing, Building, and Mining					
Aeronautical Products, Inc.	CIO	Detroit, Mich.	12/14	12/15	600
Allied Products Corporation[1]	CIO	Hillsdale, Mich.	5	7	*n.a.*
Aluminum Company of America[2]	CIO	Detroit, Mich.	8	8	700
American Chain & Cable Company	*n.a.*	Monessen, Pa.	30	1/3	1,000
American Smelting & Refining Company[3]	AFL	St. Louis, Mo.	28	..	100
Bendix Aviation Corporation[4]	Ind.	Teterboro, N. J.	9	12/10	2,000
Bendix Aviation Corporation	Ind.	New Jersey[5]	16	..	2,650
Bohn Aluminum & Brass Corporation[6]	CIO	Detroit, Mich.	12	13	500
Box manufacturers[7]	*n.a.*	Tampa, Fla.	6	..	500[a]
Briggs Manufacturing Company[8]	CIO	Detroit, Mich.	12	12	1,450
Briggs Manufacturing Company[8]	CIO	Detroit, Mich.	15	..	168
Briggs Manufacturing Company[9]	CIO	Detroit, Mich.	20	21	4,470
Bundy Tubing Company[10]	CIO	Detroit, Mich.	14	17	1,000
Carnegie-Illinois Steel Corporation	*n.a.*	Clairton, Pa.	1	5	589[b]
Carnegie-Illinois Steel Corporation	*n.a.*	Munhall, Pa.	6	6	450[c]
Chrysler Corporation[11]	*n.a.*	Detroit, Mich.	5	5	306[d]
Chrysler Corporation[12]	CIO	Detroit, Mich.	18	20	768[e]
Columbia Steel Company	CIO	Pittsburgh, Calif.	8	10	3,500
Detroit Steel Products Company[13]	CIO	Detroit, Mich.	29	1/8	450
Duke Manufacturing Company	AFL	St. Louis, Mo.	6	..	45
Ford Motor Company					
Lincoln Plant	CIO	Detroit, Mich.	30	1	1,280[f]
Willow Run Bomber Plant	*n.a.*	Detroit, Mich.	19	12/19	32
Freuhauf Trailer Company	CIO	Detroit, Mich.	6	14	1,300
General Motors Corporation[14]	CIO	Detroit, Mich.	14	17	116
Gordon Baking Company	CIO	Detroit, Mich.	21	..	250
Hudson Motor Car Company[15]	CIO	Detroit, Mich.	6	..	100
International-Plainfield Motor Company	*n.a.*	Plainfield, N. J.	11[g]	..	1,800
International Shoe Company	AFL	Hartford, Ill.	5	..	1,250[h]
Jones & Laughlin Steel Corporation	*n.a.*	Aliquippa, Pa.	12	..	2,800[i]
Loose-Wiles Biscuit Company[16]	CIO	Saginaw, Mich.	13	22	300
Michigan Steel Casting Company	CIO	Detroit, Mich.	19	21	650
Motor Products Corporation	CIO	Detroit, Mich.	18	22	1,800
Nutt Motor Rebuilders[17]	*n.a.*	Detroit, Mich.	7	..	300[j]
Pittsburgh Coal Company[18]	UMW	Houston, Pa.	21	23	514
St. Louis Shipbuilding & Steel Company	*n.a.*	St. Louis, Mo.	30	1/2	750[k]
United Engineering & Foundry Company	CIO	New Castle, Pa.	26	12/28	150
Wheeling Steel Corporation[19]	*n.a.*	Pittsburgh, Pa.	21	26	468
Wickwire Spencer Steel Company	*n.a.*	Buffalo, N. Y.	17	..	100[l]
Miscellaneous					
Bakery drivers	AFL	New York, N. Y.	23	27	450
Bus drivers	AFL	Springfield, Ill.	7	..	140[m]
Montgomery Ward & Company[20]	CIO	Detroit, Mich.	9	28	1,800
Safeway Stores, Inc.[21]	AFL	Jersey City, N. J.	3	7	250
School custodial workers	UMW	New York, N. Y.	2	..	[n]
School maintenance workers	AFL	Grand Rapids, Mich.	11	29	162
Trenton Transit Bus System	AFL	Trenton, N. J.	19	20	400[o]
Trolley and bus operators	AFL	Reading, Pa.	12	..	220
Truck drivers	AFL	St. Louis, Mo.	18	20	2,000
Typographical workers	Ind.	Atlanta, Ga.	4	5	[p]

[1] Plant No. 4.

[2] Three plants.

[3] Federated Metals Division.

[4] Eclipse-Pioneer Division.

[5] Plants at Hackensack and North Bergen and the Eclipse-Pioneer Division at Teterboro, N. J.

[6] Plant No. 3.

[7] Employees at Enterprise Box Company, Tampa Box Company, and J. W. Young & Company.

[8] Outer Drive plant.

[9] Conner Avenue plant.

[10] Center Line plant.

[11] Dodge Truck plant.

[12] Dodge Main plant.

[13] Sash plant.

[14] Cadillac Division.

[15] Cutter grinders and tool-room workers.

[16] Schust Baking Division.

[17] Two plants.

[18] Westland Mine.

[19] Employees of converting department at Benwood Mill.

[20] Employees in two Detroit stores, one Dearborn and one Royal Oak store.

[21] Truck drivers and warehousemen.

[a] Tampa cigar factories were forced to close because of lack of boxes.

[b] Strike of 30 maintenance men at Irvin Works affected 559 workers.

[c] Strike of 29 crane and crew men at Homestead Works caused about 425 to be idle because of the lack of steel slabs.

[d] Strike of six axle-department employees made 300 truck assembly-line employees idle.

[e] Strike of 143 employees made idle 625 other employees in the cylinder block department.

[f] Strike of 460 workers made it necessary to send 820 other workers home.

[g] Strikers walked out December 11, returned December 12 and walked out again on December 13.

[h] 1,100 day-shift employees refused to cross the picket lines of 150 striking service employees.

[i] Strike of 28 men working in the cleaning room forced 2,800 into idleness.

[j] This is the total number of employees. Some reported for work despite pickets.

[k] Strike of 150 welders at Arlee Street yard forced 600 other employees off their jobs.

[l] Open-hearth department was forced to close.

[m] Thousands of war plant and other workers were temporarily stranded.

[n] Estimates varied from 91 by the police to 2,500 by the union.

[o] Work stoppage of drivers and mechanics interfered with full production at several large war plants.

[p] Printing of the two daily newspapers, *The Atlanta Journal* and *The Atlanta Constitution*, was halted for two days.

n.a. Not available.

pany said it was supported by the Court of Appeals of the District of Columbia.

On December 20, the company announced it was putting into effect the minimum basic wage scale which it had offered in 1943 and which was very similar to the one recommended by the WLB. This scale was to be retroactive to September 1, 1943. The increased wage payments were to be retroactive to December 8, 1942.

On December 27, picket lines were set up at the company's plant in Kansas City and many employees stayed away from work. In Chicago a walkout was set for December 28. It is reported that one of the chief concerns of the government in the dispute was that the tremendous war production of Detroit might be affected by widespread sympathy strikes. Over 200 union heads did announce their willingness to give moral and physical support to the issue.

On December 28, the retail plants in the seven cities mentioned above were seized by the Army at the direction of President Roosevelt. The War Department was to operate the stores in accordance with the WLB directives. As the Army arrived, the union announced that the strike was over. On January 2, the Army removed eleven managers of stores and mail-order branches who were reported to have refused to cooperate with them. A Federal Grand Jury investigation of the alleged interference by company officers in the operation of the company by the Army was started. The court battle between the government and Montgomery Ward & Company concerning the President's legal authority to seize Ward property began on January 8. It appears that a long-drawn-out dispute is in the offing since neither side seems willing to give in.

TURNOVER RATES

In October, both total separation and accession rates showed decreases over the month and year, according to Bureau of Labor Statistics releases. The separation rate, however, was slightly higher than the accession rate in October, the reverse of the situation a year previous.

Total separations were 6.4 per 100 employees in October, a decline of 15.8% from the September level. One reason for this decline may be the fact that a great number of temporary summer workers leave their jobs in September. The October rate, nevertheless, is the lowest since November, 1943. Each of the major components of the separation rate either remained unchanged or decreased. The quit rate decreased 18.0% from 6.1 in September to 5.0 in October. The war industries group had a quit rate of 4.8 in October, a decline of 14.3% from the September rate of 5.6.

The highest quit rates were felt by the food and kindred products industry, 8.0 per 100 employees and the lumber and timber basic products industry, 7.7.

The other component of the separation rate to decline from September to October was the layoff rate. It fell 16.7% from .6 to .5. There were only four of the twenty major manufacturing groups which showed increases. The increase in the stone, clay, and glass group was a reflection of the shift from glass to metal containers for the packaging of food. The layoff rate in the gun industry of the ordnance group was almost doubled by the curtailment of the production of gun turrets. The furniture group was affected by the completion of contracts. The total separation rate for women in October was 8.3 as compared to 5.8 for men.

The total separation rate in October for the metal-mining industry was 6.0 as compared to 6.8 in September, while the accession rates were 3.6 and 3.7, respectively, for the same periods. Other nonmanufacturing industry separation rates in October were anthracite mining, 1.6; bituminous-coal mining, 4.0; telephone, 3.3; and telegraph, 3.5. The corresponding accession rates were 1.1, 3.5, 3.1, and 3.5.

Mary A. Wertz
Division of Labor Statistics

Employment in November

EMPLOYMENT totaled 63.4 million in November, according to a preliminary estimate of The Conference Board. This was almost one and a quarter million fewer than the number of persons at work in the preceding month.

Trends varied widely among the industrial divisions, following the normal seasonal developments for the most part. Employment increased in the trade and service industries, while workers continued to leave manufacturing and construction employment.

The number engaged in farm work dropped 1,250,000 from October to November. The total number at work was just over 10 million workers, a record low for the month for the tenth consecutive time in 1944.

Following a slight decline since August, employment in transportation continued its upward climb again, reaching a peak of about 3.1 million in November.

Since the peak in civilian nonagricultural employment in the closing months of 1943, there are over a million fewer persons engaged in this category. More than 1.5 million workers have left manufacturing industries alone, while the other contracting groups (mining, construction, and utilities) together lost an additional 250,000 or more workers over the year. Persons engaged in transportation continued to number about 20% more than in November, 1943. This industry and the broad service category are the only ones which showed higher totals this past November than in the same month of 1943.

All the durable goods industries and all but one of the nondurable groups (petroleum) employed fewer workers in November, 1944, than twelve months earlier. At present, all efforts are bent on stabilizing factory employment, especially in the heavy industries. With just the threat of "work or fight" legislation operating, preliminary indications of an upturn in nonagricultural employment have already been reported for December.

Caryl R. Feldman
Division of Business Statistics

Employment and Unemployment, November, 1942–November, 1944[1]
In Thousands

Distribution of Labor Force and Employment	1944			1943	1942
	November[1]	October[1]	September	November	
Unemployment	....	....	....	....	....
Excess of employment over economic labor force	7,056	8,322	8,618	7,423	3,584
Total employment	63,425	64,650	64,904	63,282	58,923
Agriculture	10,014	11,265	11,440	10,109	10,215
Forestry and fishing	171	179	183	183	202
Total industry	20,963	21,149	21,316	22,303	22,254
Extraction of minerals	616	619	629	674	757
Manufacturing	14,931	15,057	15,231	16,463	15,528
Construction	1,385	1,465	1,432	1,508	2,618
Transportation	3,096	3,069	3,078	2,636	2,323
Public utilities	935	939	946	1,021	1,029
Trade, distribution and finance	7,649	7,537	7,430	7,637	7,630
Service industries (including Armed Forces)	23,178	23,070	23,083	21,606	17,299
Miscellaneous industries and services	1,451	1,450	1,452	1,444	1,322
Emergency employment[2]					
WPA, CCC, and NYA (out-of-school)	*a*	*a*	*a*	*a*	*448*

[1] Subject to revision. [2] Not included in employment total. *a* No longer in existence.

Promise of Postwar Employment

The American Safety Razor Corporation issued a statement to its 2,000 employees assuring them that the carefully evolved plan of the company for postwar production contemplates full employment for all now on the payroll. Since Pearl Harbor, the company has manufactured 20-mm shells and parts of airplane motors, in addition to its regular safety razors, blades and shaving brush products for the Armed Forces.

The president of the company told workers that the company was prepared to continue the manufacture of engine parts and was considering new products which would require the utilization of the machine tools and equipment now in use.

Employee Heroism Award

In appreciation of heroic action by any employee whose devotion to the interests of his fellow workmen, in protection of life or property, is deemed beyond the call of duty connected with his job, the Sun Oil Company has established "The J. Howard Pew Award." Nomination for the award can originate within a department or aboard ship, and nominations are confirmed by the company's executive committee on industrial relations. Whenever possible the president of the company will make the presentation personally at a ceremony in keeping with the dignity of the award.

Management Book Shelf

The First Round. *By Joseph Gaer. New York: Duell, Sloan and Pearce.* $2.50.

Organized labor in politics is outlined by Mr. Gaer in a rather comprehensive fashion in this book. "Every labor organization is, in principle, dedicated to the protection of the rights of its members and to the improvement of their conditions," says Mr. Gaer. "If these conditions and objectives are to be obtained labor must ask for legislation of many kinds." The author writes from the point of view of the Political Action Committee of the CIO, but the AFL also believes in legislation covering such matters as social security, the right to bargain, and establishment of minimum wages. The difference is that the AFL does not believe in a political labor party, although some AFL leaders have expressed admiration for the work of the PAC.

The author refers to a statement made by Samuel Gompers in 1886 during the campaign to elect the single taxer, Henry George, mayor of New York, that "we regard with pleasure the recent political action of organized working men of this country by which they have demonstrated that they are determined to exhibit their political power." In 1924, Gompers and the AFL came out in favor of Robert La-Follette, who was then running for president as head of a third party. Outside of these two times, Gompers continually advocated the policy of "elect your friends and defeat your enemies for American labor." The reason given to a personal friend of Gompers, a well-known AFL leader, is that on a visit to Germany when Gompers asked if a meeting of trade unionists was to be held, he was told that the Socialist Party, the political voice of German workers, would call it. Discovering many nonsocialists in the German trade union movement, Gompers concluded that there was no one political party in Germany which represented the voice or opinions of Germany's workers.

Mr. Gaer's book is more than an outline of the PAC program. It is a handbook for active members of the CIO who are interested in political action. It picks out the potent media for reaching the public and explains how they should be used. It contains a speaker's manual, an analysis of the Negro problem and an important section devoted to "a women's guide to political action."

Political action by labor unions made history when labor, industry and farmer groups gave Robert La Follette a tremendous vote in 1924, but never before the recent presidential election has labor had such a well-organized machine. The results show, however, that the vote was by no means a homogeneous one, many industrial workers in PAC strongholds voting for the Republican rather than the Democratic presidential candidate. A. A. D.

The Industrial Supervisor. *By John A. Amiss and Traver C. Sutton. New York: The Ronald Press Company.* $3.00.

The method of approach, the subject matter and the general presentation of material indicate that this book may be of greater value to the beginner in supervisory work than to the experienced suvisor. At the same time, there is considerable evidence that experienced supervisors may benefit from scanning the contents of the book for a brief "refresher."

In addition to these groups, conference leaders and members of company training departments will find the book particularly valuable both from the point of view of planning and organizing material for conferences and for supervisory training programs.

One rather unusual feature of the book is that in addition to discussions of subjects dealing with leadership, subjects of an operational nature, such as "Direct Labor Costs," "Overhead Expenses" and "Planning," are treated in considerable detail. S. A. R.

Bread upon the Waters. *By Rose Pesotta. New York: Dodd, Mead and Company, Inc.* $3.00.

An autobiography covering the author's ten years as a labor organizer among workers in the garment and mass production industries throughout the United States, Canada and Puerto Rico.

Although Miss Pesotta, who until recently was an international vice president of the International Ladies' Garment Workers Union, covers a wide variety of subjects in connection with the many organization drives she has been associated with, she just gives the highlights. Students of American labor interested in the behind-the-scenes reaction of the rank and file in American labor unions will find this book an excellent basis for further study. Although Miss Pesotta has served as a top union representative for about a decade her point of view is inclined to be typical of the aggressive rank and file who constitute such a small minority in many American unions. "Bread upon the Waters" is well indexed and contains an appendix that indicates the AFL, CIO and ILGWU structures. A. A. D.

Injury and Death under Workmen's Compensation Laws. *By Samuel B. Horovitz. Boston: Wright and Potter Printing Company.* $6.00.

The author has presented the various aspects and principles of Workmen's Compensation in a clear intelligible style which should be useful to both layman and legal expert. Extensive use of case citations illustrates pertinent legal points and gives the reader a better understanding of questions frequently arising in relation to compensation claims.

The conciseness with which the over-all picture of Workmen's Compensation is covered is especially commendable. The text and references are concerned with real and practical compensation questions and no space is wasted on hypothetical problems. E. M. S.

Wage Determination under Trade Unions. *By John T. Dunlop. New York: The Macmillan Company.* $3.50.

Mr. Dunlop begins his analysis by quoting from Henry C. Simons' article, "Hanson on Fiscal Policy" in the April, 1942, *Journal of Political Economy* that "government, long hostile to other monopolies, suddenly sponsored and promoted widespread organization of labor monopolies, which democracy cannot endure, cannot control without destroying, and perhaps cannot destroy without destroying itself." Pointing out that "the trade union is clearly a decision-making unit," Mr. Dunlop proceeds to indicate and analyze the means employed by American labor unions to bring about a higher wage structure. Although this book declares that certain unions have a technical approach to the wage question, this reviewer believes that continuous mass pressure from their rank and file forces many labor leaders to abandon the technical approach.

A phrase, "islands of conscious power in this ocean of unconscious cooperation, like lumps of butter coagulating in a pail of buttermilk," from "The Control of Industry" (Harcourt, Brace and Company, New York, 1923) does much to describe the method of determining wage structures by many branches of industry, labor and government today.

WAGE-INCREASE ANNOUNCEMENTS[1], NOVEMBER 1 to DECEMBER 31

Source: Daily Press and Various Periodicals

Company	Location	Amount of Increase	Number Affected	Remarks
Bell Telephone Company	Pennsylvania	$1/wk.	8,700	Local, long distance operators: supervisors
Carpenter Contractors Association	Rochester, N. Y.	3½¢/hr.	....	Carpenters
Cleveland Transit System	Cleveland, O.	½¢/hr. 2½¢/hr.	4,216	Miscellaneous employees Two-man operators
Green Foundry Company	St. Louis, Mo.	5¢/hr.	....	Maintenance men, oilers, helpers. Retroactive to April, 1943
Greyhound Terminal Company	St. Louis, Mo.	1% to 10%	65	Mechanics, Class A; Mechanics, Class B
International Harvester Company	Chicago, Ill.	10¢/hr. 5¢/hr.	1,212 224	Tool and die workers, maintenance and experimental workers in 3 plants. Retroactive to June, 1943
Key Company	St. Louis, Mo.	5¢/hr.	400	Operating engineers and foundry men. Retroactive to April, 1943
Pantasote Leather Company	Passaic, N. J.	4¢/hr.	150	
Philanthropic Mutual Life Insurance Company	Philadelphia, Pa.	8.5%	64	Agents
Southeastern Greyhound Lines	Florida, Alabama, Georgia, Tennessee, Kentucky	10%	2,000	Terminal and maintenance employees
Wales Strippit	North Tonawanda, N. Y.	6¢/hr.	....	Retroactive to August, 1943
100 hotels, cafes, night clubs	New York City	15%	1,400	Musicians
75 junk yards	Chicago, Ill.	10¢/hr.	500	Handlers. Retroactive to March, 1943
Meat truckers	New York City	$5/wk. $3.50/wk.	200	Drivers Helpers Members of International Brotherhood of Teamsters, Local 816, AFL. Retroactive to April, 1943
Paper box industry	New York City	4¢/hr.	3,200	Setup paper box workers
60 printing and book publishing companies	Boston, Mass.	4½¢/hr. 2½¢/hr.	2,000	Printers, typographers, male bookbinders Assistant pressmen, women bookbinders
Leather glove manufacturers	Johnstown and Gloversville, N. Y.	8%	4,000	National Association of Leather Glove Mfgrs. Inc.; Consolidated Glove Cutters & Shavers Union; Layers Off and Glove Workers Union Local 292, CIO

[1] Includes salary-increase announcements.

Mr. Dunlop points out that unions like the United Mine Workers and the United Hatters, Cap and Millinery Workers are concerned with the price of the products they produce, and the Hosiery Workers Union "has been very much concerned with the character of competitive conditions in markets which significantly influence the labor bargain with hosiery manufacturers." Unions have in some instances introduced a "consumer label" and a "union label" to indicate that the product is made under fair competitive conditions.

Although unions in newly organized industries, particularly in mass production industries, are fighting for more standardized wage minimums, the "old line unions" such as the building trades, printing trades and garment unions, are content in peacetime to rely on their own economic strength to obtain wage increases rather than on minimums established by the government. Many of these union leaders have said that without a union the minimum established by the government is apt to become a ceiling, but with a union government minimums are just a floor to wages.

Some unions, particularly in the garment trades, have agreed to wage-rate reductions during periods of depression. In a chapter on the "Cyclical Variation of Labor's Share in National Income," the author declares that "a prominent strand in trade-union pronouncements and folklore on wage policy, amplified by the CIO in particular, was shown to be the objective of securing a larger share of the national income for wage earners. The end is to be achieved within the pricing mechanism by securing higher rates."

In appraising Mr. Dunlop's book, a nationally prominent labor union representative states that "on the whole it is an analysis of high technical skill and much merit. On the other hand, I don't think Dunlop is at all realistic in his treatment of labor's return as a cost and is considerably off base in this whole approach to the cyclical variation of labor's share in national income. Apart from that, while he imputes to trade unions the 'folklore on wage policy' he accepts most of the folklore accumulated by economists."

A highly technical chapter on "Price Mechanism and Collective Bargaining" concludes this study which manages to bring to the fore many of the complexities in labor union attitudes toward wages. A. A. D.

Management Reading

Industrial Relations Handbook. *London. England: Ministry of Labor and National Service.*

A handbook of the many factors associated with the problems of industrial relations. Includes an outline of the various "working people's organizations" and "organization of employees." A "must" book for anyone interested in collective bargaining and the labor legislative picture in Great Britain. A.A.D.

The Employment of the Handicapped Veteran. *New York: Policyholders Service Bureau, Metropolitan Life Insurance Company.*

A report discussing company policies and procedures related to the employment and readjustment of disabled veterans. E.M.S.

"Postwar Seniority and Reemployment of War Veterans," by S. L. Newman, *Machinists' Monthly Journal*, September, 1944. Mr. Newman, who is general vice president of the International Association of Machinists (AFL), indicates the attitudes of his union toward the complex problem of seniority in relation to the employment of World War II veterans. Although he presents a clear-cut analysis of the attitude of certain labor groups toward the Selective Service Act and General Hershey's Bulletin 190 A, it must be kept in mind that there is no unanimity of opinion among organized labor groups or industry on this question. A.A.D.

"Effect on Union Membership of 'Escape Period' in Renewed Maintenance of Membership Agreements," by Abraham Weiss and Bettina Conant, *Monthly Labor Review*, December, 1944. This article indicates the results of a survey by the Bureau of Labor Statistics of twenty-one plants with about 75,000 union members who are working under maintenance of membership clauses with escape periods. Out of all the plants visited only 395 workers or about one-half of one per cent resigned from the union during the escape period. In seventeen of the twenty-one plants, contracts had been renewed with provision for an escape period. In four of these cases the first escape period was agreed upon; in the other thirteen, both the first and second escape periods were ordered by the board. In the remaining four cases the parties were operating under the first escape period.

The survey reveals that in no case did resignations exceed 6% of the total union membership at the time of the m. of m. award. Resignations exceeded 1% of the union membership in three cases. No resignations were indicated in seven cases. In fourteen cases the maximum number of resignations ranged from 1 to 15 persons and in one case 23 persons. This is a timely and informative article and worth while. A.A.D.

"Readers Vote on Courtesy," *American Business*, December, 1944. This article reveals opinions by readers of *American Business* regarding courtesy in certain cities, hotels and on railroads. Courtesy from the production line to the offices of many labor and industry leaders, and particularly among certain politicians, would do a great deal toward bringing about more harmonious relations between industry, labor and government during the current emergency when war jitters play havoc with many of us. A.A.D.

"Group Management at Abbotts," by S. DeWitt Clough, *American Business*, December, 1944. Contains a detailed description of the organization and procedures of the Abbott Laboratories' board of directors and of the various committees that work so effectively in contributing to the company's outstanding success. S.A.R.

"Motion Study," *Production and Engineering Bulletin*, issued by the Ministry of Labor and National Service and the Ministry of Production, London, November, 1944. The first of a short series of articles on the science of motion study. Defines what it is and how it differs from time study. E.S.H.

"Servel to Train Utilities in Better Techniques for Hiring Salesmen," *Sales Management*, December 15, 1944. In cooperation with the American Gas Association, Servel, Inc., is developing a program for rebuilding postwar sales forces. The plan is to use weighted application blanks and patterned interviews, both of which are described in considerable detail. S.A.R.

"Victory, Peace and Justice," *American Federationist*, December, 1944. A brief outline of the economic aims of the AFL in the postwar period by William Green. A.A.D.

"Central Transcription to Cut Letter Costs," by Kathryn McDermott, *American Business*, December, 1944. Training and lower costs are the chief reasons why the Pennsylvania Company has a central transcription or "steno" pool. Executives contemplating the centralization of this operation will find this article extremely enlightening. S.A.R.

Prepared by

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